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Editorial Staff

Editor
W. S. Drinkwater

Assistant Editor

Editor, French Edition

Circulation Manager
J. E. Abbey

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Winter House Building Incentive Program

More than 25,000 applications approved for $500 incentive, covering more than 28,000 dwelling units. Minister estimates program resulted in 200,000 jobs, both on site and off site

Under last winter's Winter House Building Incentive Programs, 24,559 applications for the $500 incentive were approved. The applications covered 28,175 dwelling units.

During the period of eligibility for the bonus, December 1, 1963 to March 31, 1964, a total of 32,659 applications had been made. But of these, 3,398 were cancelled by the applicant, 1,654 rejected at first inspection and 3,048 rejected at final inspection.

Speaking in the House of Commons on August 4, the Minister of Labour said, "this program last year was a conspicuous success and contributed greatly to the reduction of seasonal unemployment in Canada." He estimated that the program had resulted in 200,000 jobs, on site and off site.

He said he believed "we have achieved the two objectives" of the program: to increase and stimulate the total demand for housing, and consequently, total employment; and to shift construction activity from the peak summer months to the winter months, when employment normally declines.

In the course of the program, the Minister said, residential construction to the value of $500 million was built.

When the incentive payments are made on all 28,175 dwelling units covered by the approved applications, they will total $14,087,500. At the beginning of August the total had reached $10,482,000.

This sum, the Minister told the House, "ought to be compared with, or set off against the drain on the Unemployment Insurance Fund that would take place if these men, instead of being constructively employed under this program, were unemployed and in receipt of benefits."

By provinces, Quebec led with 11,548 applications for certification, 8,592 approved at final inspection, and 10,806 units covered by approved applications. Ontario was next with 9,482 applications received, 7,190 approved at final inspection, and 8,059 covered by approved applications.

Among the other provinces, Alberta had 3,610 applications approved at final inspection, and 3,771 units covered by approved applications; British Columbia had 2,256 applications approved at final inspection, and 2,408 units covered.

The respective figures for the rest of the provinces were: Manitoba, 1,261 and 1,321; Saskatchewan, 1,073 and 1,104; Nova Scotia, 225 and 280; New Brunswick, 195 and 231; Newfoundland, 108 and 135; Prince Edward Island, 22 and 23; and Yukon and Northwest Territories, 7 and 10.

An analysis of approved applications by cost of construction, showed that the largest number were in the middle of the range, which began at under $6,000 and ended at $22,000 and over. In the $12,000-$14,000 group there were 5,119 applications; in the $14,000-$16,000 group, 5,895; and in the $16,000-$18,000 group, 4,349. Other groups were smaller, but in the $22,000-and-over class there were 3,149 applications.

Of the 24,539 applications approved, 21,775 covered single unit structures and 2,251 covered duplexes; 7,512 covered structures built by contract, 1,770 by day labour, and 15,257 by merchant builders. The largest number of structures, 14,547, were built for sale, 9,148 for occupancy and 844 for renting.

Of the applications approved, 17,773 were in respect of buildings financed under the National Housing Act, and 6,766 by other means.

The $500 payment applied to single houses, and to each unit in multiple residential buildings of not more than four units, built within the period from December 1, 1963 to March 31, 1964. A four-unit building, for example, qualifies for an incentive payment of $2,000.

Each $1,000 spent in construction of one-family dwellings results in 204 man-hours of employment, the Bureau of Labor Statistics, United States Department of Labor, has estimated after a 1962 survey of housing construction. The survey revealed that each $1,000 created 72 man-hours of on-site construction employment and 132 off-site hours of work in supporting industries.

From the Labour Gazette, September 1914

50 Years Ago This Month

First World War breaks out. Immediate effect in Canada was deepening of depression from which country already suffering

The immediate effect of the outbreak of the First World War in the early days of August 1914 was a deepening of the economic depression from which Canada was already suffering.

In its general summary of industrial and labour conditions during the previous month, the LABOUR GAZETTE in its September 1914 number said.

During the first weeks of the month, closing of the stock exchanges, the tightening up of the money markets of the world, the practical cessation of ocean transportation and consequent cutting off not only of sources of supply for raw materials, but markets for both agricultural and manufactured products, and the general uncertainty and alarm, occasioned on the outbreak of hostilities in Europe, coming at a time when the country was already suffering from the effects of the general business and industrial depression, had a depressing effect on industry and business practically all over Canada.

Hundreds of men were thrown out of employment by the stoppage or curtailment of work in all lines. Government and municipal undertakings were affected owing to the difficulty in securing funds for the carrying on of public works. The recruiting of Canadian soldiers for overseas service had the effect of reducing the number of unemployed somewhat, though not to a very appreciable extent.

Once it was seen, however, that trade routes were safe, and that prompt measures had been taken by the British and Canadian Governments to safeguard the financial and banking situation, a feeling of confidence returned, and efforts were being made all over the country to keep factories running and to maintain industry unimpaired. While a great number of establishments closed down altogether and others were running short time and with reduced staffs, in other instances the effect of the war was to accelerate and revive industrial operations.

Industries that were stimulated by the war included flour milling—owing to the gift by the federal and provincial Governments of large quantities of flour to the United Kingdom—and pulp and paper, owing to the shutting off of supplies of raw material to countries engaged in, or affected by, the war.

Large orders by the Government for military supplies also created a strong demand for the products of textile mills and clothing and shoe factories. Canadian manufacturers generally were not slow to see the opportunity provided by the shutting off of imports from Germany, "and plans to capture some of Germany's export trade in commodities which could be manufactured in Canada were at the end of the month making headway".

The prospect, however, was that the coming winter would be a hard one for the unemployed, and federal, provincial and municipal governments were taking steps to relieve the situation.

The outbreak of war caused railway construction to falter somewhat, mainly on account of the sudden closing of the money markets and the consequent difficulty in obtaining funds for carrying out the work. In the West, however, work continued on the Canadian Northern and the Pacific Great Eastern in British Columbia, where "several thousand" men were employed.

"Although many factories throughout the country were running short time and with reduced staffs, there was little in the way of actual cutting of rates of wages, and in spite of the depression there were a number of increases."

Among the large industries that closed down completely or reduced operations enough to throw large numbers of men out of work were the steel plant in Sydney, N.S., and the agricultural implement factories of the Massey-Harris Company in Toronto and Brantford. The mines at Sydney also laid off large numbers of men.

In some parts of Southern Saskatchewan and Alberta crops were a total failure owing to drought, and the federal Government took steps to provide the settlers with feed and seed grain and to help them to live until the next crop was harvested. Free transportation to districts where the crop was good and work was to be had in harvesting and threshing was provided for those whose crops had failed.

A special session of Parliament convened on August 18 to provide for necessary expenditure and to consider events arising out of the outbreak of the war. A number of measures were passed, including the War Appropriation Act, the War measures Act, the Finance Act, the Dominion Note Act providing for the issue and redemption of Dominion notes, the Customs Tariff Amendment Act increasing duties on certain commodities in order to raise additional revenue, an Act to amend the Inland Revenue Act for the same purposes, and an Act to incorporate the Canadian Patriotic Fund.

90164—1½

Two of Department's Officers Die in One Week

Two prominent longtime officials of the Department of Labour died during the same week in August. G. R. Carroll, Chief of the Fair Employment Practices Division, Industrial Relations Branch, died on August 4 and Dr. P. H. Casselman, Chief of the Manpower Resources Division, Economics and Research Branch, on August 10. Mr. Carroll had served the Department 19 years; Dr. Casselman, 21 years.

Gerard R. Carroll

Gerard R. Carroll, who headed the Fair Employment Practices Division of the Industrial Relations Branch of the Department of Labour, died suddenly on August 4. He was 48 years of age.

A son of Hon. W. F. Carroll,* a former justice of the Supreme Court of Nova Scotia, Gerard Carroll was born in Halifax, and was a graduate of St. Mary's University in Halifax and of the Catholic University in Washington. He served during the Second World War with the Royal Canadian Navy, mainly on the North Atlantic.

On his discharge from the Navy in 1945, with the rank of lieutenant commander, Mr. Carroll was appointed to the Industrial Relations Branch of the Department. He served first as a research officer with the Labour-Management Co-operation Service, and while in that position he produced several studies of joint consultation in Canadian industry. He became chief of the Fair Employment Practices Division in 1953.

In 1952 he was named to attend the National Defence College, Kingston, where he did a year's intensive study of the economy of Canada and the industrial war potential of Canada.

Mr. Carroll had been Canadian Government representative to the President's Committee on Rehabilitation, Washington, and Canadian Government delegate on two occasions to the International Labour Conference in Geneva.

The deceased was also a lecturer in political science at St. Patrick's College, Ottawa.

* Hon. William F. Carroll died in Halifax on August 25 at the age of 89. Mr. Justice Carroll served on the Nova Scotia Supreme Court for 26 years and served three separate terms as a Member of Parliament. In the 1940's he was chairman of a royal commission on the coal industry in Canada, and served as a federal government representative in the formation of wartime labour-management production committees for Nova Scotia and New Brunswick.

Dr. P. H. Casselman

Dr. Paul Hubert Casselman, Chief of the Manpower Resources Division of the Economics and Research Branch of the Department of Labour since 1962, died on August 10 after a short illness at the age of 50 years.

Born in Ottawa, he obtained a Master of Arts degree from the University of Ottawa in 1940. He was at one time a lecturer in economics and sociology at that university. He also held the degrees of D.Sc. Com. from Temple Bar College, Seattle; D.Sc. Soc. from the University of Ottawa and a doctorate in political science from McKinley Roosevelt University.

Dr. Casselman began his career in government service in 1939 in the Department of Agriculture. From 1940 to 1943, he was employed in the Department of Munitions and Supply, and he came to the Economics and Research Branch (then known as the Research and Statistics Branch) of the Department of Labour in 1943.

As an offshoot to his work in the Department, Dr. Casselman served on two technical assistance missions of the International Labour Organization. The first of these missions was a project in manpower planning for economic development in the Lower Mekong Basin in Southeast Asia in 1960, and the second was a manpower survey in Cameroun in 1962. He also was a Government delegate to sessions of several ILO industrial committees.

Dr. Casselman was the author of a number of books, including: *The Co-operative Movement and Some of Its Problems,* and *The Economics of Employment and Unemployment.* He also compiled a *Labour Dictionary,* which is said to be the only existing work of its kind in the English language.

Headed Former Employment Service of Canada, R. A. Rigg Dead at 92

Richard Arthur Rigg, former labour leader and later a senior official of the Department of Labour, died in Vancouver on August 1 at the age of 92 years.

Mr. Rigg began to work in a Lancashire cotton mill at the age of 10. Later, he became a member of the Lancashire Weavers' Association. After coming to Canada in 1903, he took an active part in the labour movement in this country. In 1916, he was elected a vice-president of

the Trades and Labour Congress of Canada and served in this office for five years. He was for some years secretary of the Winnipeg Trades and Labour Council.

In 1915, while on the Winnipeg City Council, he was elected to the Manitoba Legislature as member for North Winnipeg. Mr. Rigg saw active service with the Canadian Army in France in 1917 and 1918.

In 1919, he was appointed Western Superintendent of the Employment Service Branch of the Department of Labour, and in 1922 he became Director of the Employment Service of Canada. He retired from that post in 1941.

CLC Appoints Carl Goldenberg To Umpire Jurisdictional Disputes

H. Carl Goldenberg, OBE, QC, has been named by the Canadian Labour Congress as its permanent impartial umpire of jurisdictional disputes. He is one of Canada's most experienced conciliators and arbitrators.

New machinery established by the Canadian Labour Congress at its Fifth Constitutional Convention (L.G., June, p. 465) provides for arbitration of inter-union jurisdictional disputes that cannot be resolved by a mediator or mediators drawn from within the Canadian trade union movement. If voluntary settlement of such disputes cannot be achieved within 14 days after the appointment of a mediator, the case must be referred to the impartial umpire.

Mr. Goldenberg's recent experience in conciliation and arbitration includes the settlement of the union-management conflict in Toronto's construction industry and the long strike against the Royal York Hotel. He was appointed to arbitrate a dispute between the Ontario Hydro Electric Commission and its employees. While he was sitting on two different commissions, in Saint John, N.B., and Montreal, the Trinidad and Jamaica Governments named him chairman of a board of inquiry into labour unrest in the sugar industry.

Besides settling the 1956 strike on the Great Lakes, Mr. Goldenberg also brought an end to the 1943 strike of the Montreal Tramways, averted the threatened strike of the Canadian National Railways Newfoundland Steamship Service in 1957 and settled the Vancouver construction industry strike in 1959.

In 1955, the year before the merger of the Canadian Congress of Labour and the Trades and Labour Congress of Canada, the unity committee set up by these two groups to discuss the foundation of the present Canadian Labour Congress named Mr. Goldenberg arbitrator under a no-raid agreement between the two bodies.

He has served on more royal and special commissions and settled more labour disputes than any other Canadian. For a time in 1962, he was serving on three Royal Commissions, in Quebec, Ontario and New Brunswick.

Mr. Goldenberg was, during the closing years of the Second World War, Chairman of the Industrial Production Co-operation Board, forerunner of the Labour-Management Co-operation Service of the Department of Labour.

Union Membership in Canada in 1964 Up 44,000 from Previous Year

At the beginning of 1964, labour organizations active in Canada reported a total membership of approximately 1,493,000. This represented 29.4 per cent of the non-agricultural paid workers.

The 1964 membership is higher by 44,000 than the previous year's figure. Of this increase, about 37,000 was a net membership gain; the balance of the increase resulted from improved survey coverage.

Complete results of the Department of Labour annual survey of labour unions are available in the publication *Labour Organizations in Canada, 1964.*

Of the organized workers, 1,106,000, or 74 per cent, were represented by unions affiliated with the Canadian Labour Congress. A large proportion of these unions are affiliated also with the American Federation of Labor and Congress of Industrial Organizations in the United States. CLC membership increased by 26,100 over 1963.

Another 121,500 organized workers, or more than 8 per cent of the total, were represented by unions belonging to the Confederation of National Trade Unions. This was an increase of 11,000 members over 1963's total.

The rest of the organized workers in this country were represented either by unions not affiliated with any central labour body, or by unions not affiliated with a central body in Canada but with the AFL-CIO in the United States.

More than a million of the 1,493,000 members were in international unions. In January 1964, there were 111 international unions active in Canada. Of these, 88 were affiliated with the CLC as well as with the AFL-CIO, nine were affiliated only with the AFL-CIO and three only with the CLC. The remaining 11 international unions had no affiliation.

There were 363,500 Canadian workers belonging to 52 national unions.

Construction Management and Labour Join in Brief on Jobless Insurance

Labour and management in the construction industry joined last month in a brief to the Minister of Labour on the Unemployment Insurance Act. The submission was prepared by the Association of International Representatives of the Building and Construction Trades and the Canadian Construction Association.

They recommended that the Government's contribution to the Unemployment Insurance Fund be increased to support seasonal benefits to all workers in seasonal industries, that allowable earnings under the Act be placed on a daily basis so that they cease to be a deterrent to work, and that protective amendments be made to the Act to prevent misuse of the Fund.

The Associations asked also that steps be taken to ensure the complete freedom of operation of the National Employment Service when it is transferred to the Department of Labour, and to avoid expensive duplication of facilities.

U.S. Economist Says Few Retraining Programs Likely to Be Successful

An American economist engaged in a study of the effects of automation says that only a minority of current retraining programs appear likely to be successful.

The economist, Joseph Froomkin of Columbia University's Bureau of Applied Social Research, reports on his survey in *The Columbia University Forum*.

Lack of analytical information about current job opportunities leads some programs to give training for non-existent openings, Mr. Froomkin found.

Promising programs, he said, are those that prepare workers as aides in the medical field, those that offer training for various repair services such as television receiver technician, and those in the metal trades.

Number of Welfare Recipients Increases in Second Quarter

The numbers of persons in Canada receiving old age assistance, blind persons' allowances and disabled persons' allowances all increased in the second quarter of 1964, the Department of National Health and Welfare reported last month.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 105,241 at March 31 to 105,972 at June 30.

The federal Government's contributions under the federal-provincial scheme totalled $11,236,277.50 for the quarter, compared with $10,578,089.93 in the preceding quarter.

At June 30, the average monthly assistance in the provinces and excluding the territories ranged from $67.54 to $72.71. At that date all provinces and the Yukon Territory had adjusted their payments to the maximum rate of $75 a month.

Blind Persons Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,581 at March 31 to 8,589 at June 30.

The federal Government's contributions under the federal-provincial scheme totalled $1,403,379.87 for the quarter, compared with $1,335,526.18 in the preceding quarter.

At June 30, the average monthly allowance in the provinces and excluding the territories ranged from $67.74 to $73.90. At that date all provinces and the Yukon Territory had adjusted their payments to the maximum rate of $75 a month.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 51,671 at March 31 to 52,158 at June 30.

The federal Government's contributions under the federal-provincial scheme totalled $5,794,845.83 for the quarter, compared with $5,408,186.26 in the preceding quarter.

At June 30, the average monthly allowance in the provinces and excluding the territories ranged from $73.33 to $74.50. At that date all provinces and the Yukon Territory had adjusted their payments to the maximum rate of $75 a month.

SIU Official Announces Formation Of New Union for Marine Engineers

Formation of a union for licensed engineers in shipping on the Great Lakes and eastern seaboard was announced last month by Gilbert Gauthier, vice-president in charge of the licensed division of the Seafarers' International Union of Canada.

Mr. Gauthier said the new union will be separate from the SIU and will consist of engineers and others who had previously belonged to the SIU's licensed division.

The new union, to be called the Canadian Marine Officers' Union, will have 800 members at the beginning. Its formation follows a recommendation by the three-man board of marine trustees that deck officers and engineers be separated from seamen through the establishment of separate unions.

Find Union Shop Most Popular Form of Union Security in U.S.

The union shop remains the most popular form of union security, according to a study of 400 representative contracts conducted by the Bureau of National Affairs, Washington.

The union shop appears in 53 per cent of the contracts, both manufacturing and non-manufacturing.

As in a previous study in 1960, between three quarters and four fifths of the contracts were found to call for one or more of the principal forms of union security—union shop, modified union shop, maintenance of membership, and agency shop (Rand Formula). Excluding those located in right-to-work states, the proportion rises to more than nine out of ten.

More Immigrants in First Half Than in Same Period in 1963

Immigrants to Canada numbered 51,323 in the first half of 1964, up from 41,444 in the same period last year, the Department of Citizenship and Immigration reported last month. Of the total, 17,546 arrived in the first quarter of the year, 33,777 in the second quarter.

Of the 51,323 immigrants, 26,129 were destined for the labour force, compared with 21,360 in the same period in 1963. Of these, 8,764 were in the manufacturing, mechanical and construction category, and 4,676 were in the professional and technical class.

Immigration from the United States totalled 4,881, compared with 4,365 in the first half of 1963.

In Parliament Last Month

(page numbers refer to Hansard)

During August, no legislation of special interest to labour was passed. Statements concerning matters of importance to labour were, however, made in the House of Commons by certain ministers.

On August 4, the Minister of Labour made a detailed statement on the winter house building incentive program, the older worker employment program, automation and regional development (p. 6384).

On August 10, the Minister of Health and Welfare tabled a white paper on the Canada Pension Plan (p. 6579), the text of which was published in Hansard as an appendix (p. 6635).

On August 12, the Minister of Labour tabled correspondence between himself and Mr. Justice Dryer, chairman of the Board of Trustees of the Maritime Transportation Unions, on the subject of the appearance of the trustees before a parliamentary committee (p. 6709). The correspondence was reproduced as an appendix (p. 6750).

The chairman, in a letter to the Minister, said that the trustees would appear before such a committee, if it were the wish of Parliament, and as long as they were not called upon to answer questions "the answers to which should be protected." The Minister had himself previously supported requests made in the House that the trustees should appear (p. 6160).

On August 17, the Minister of Labour said that the reinstatement of an officer of the Seafarers' International Union of Canada who had shortly before been dismissed by the executive board of the union had been ordered by the maritime union trustees pending investigation of the circumstances of his dismissal (p. 6911). The Minister said that the trustees would take appropriate action concerning the moving of other members of the union who proposed to run for office in opposition to the existing officers of the union, "where such movements may limit the effectiveness of any campaigning for office."

Regarding the failure of Harold Banks, former president of the SIU of Canada, to appear in a Quebec court to answer a charge, the Minister of Justice said that the RCMP had offered all co-operation with the provincial police in finding Mr. Banks, for whom a bench warrant had been issued (p. 7015). The Minister denied that there had been anything "unusual in the dealings of the Department of Justice and other departments in relation to Mr. Banks".

On August 20, the Minister of Justice said that the United States Federal Bureau of Investigation had been asked for information concerning the whereabouts of Mr. Banks (p. 7062).

All the provinces except Quebec have decided to participate in the student loan plan under the Canada Student Loans Act, the Minister of Finance announced on August 27, in making a progress report to the House on arrangements under the Act (p. 7317). Quebec intended to continue to rely on its own plan of student loans, bursaries and scholarships, he said.

The Minister gave the name of the authority designated by each province under the Act through which loans could be arranged.

The Women's Bureau, Tenth Anniversary

Prompted by urgings from women's organizations, Government decided to set up in September 1954 an agency in Department of Labour to study the particular problems of women workers

The Women's Bureau of the Department of Labour is celebrating its tenth anniversary this month. It was established in 1954 in response to the urging of women themselves through their organizations and in recognition of the increasingly important role Canada's women had assumed in the economic life of the nation.

Hon. Milton F. Gregg, then Minister of Labour, announced in the Commons on May 14, 1953 the Government's decision to set up a special branch of the Department of Labour to deal with women workers. He outlined some of the factors that led to the decision.

"The women's organizations, speaking for large numbers of women, have been urging upon the government for some time that there are special problems facing women workers which should be given special attention. They say that adequate information is not always available in Canada pertaining to women workers, and that there is a need for more study and analysis of the basic facts about the employment of women and the opportunities for their employment. Also there appears to be need for intimate study of the particular problems of women in special situations, such as those who are both workers and homemakers or older women who might be self-supporting. It is believed that some women in employment are handicapped by some common prejudices of employers which are not founded on fact, and women think it is the responsibility of the Department of Labour to study the problems peculiar to women workers and establish facilities for making the results of such studies available to women's groups."

Chosen Director

To head the new division the Government chose Miss Marion V. Royce, M.A., who by education and experience was ideally suited to the post. Miss Royce has been Director ever since.

Born in St. Thomas, Ont., Miss Royce is a graduate of McMaster University and the Ontario College of Education. She has taken postgraduate studies in social science in Toronto and Chicago.

Between periods in the teaching profession she was General Secretary of the National Girls' Work Board of the Religious Educational Council of Canada from 1928 to 1932. Later she became Educational Secretary for the YWCA in Montreal.

In 1942 she began a long association with the World YWCA. During this period she travelled extensively studying and reporting upon economic and social problems of particular concern to women. She also participated in a number of activities sponsored by the ILO. She took part in the United Nations Commission on the Status of Women and has served as a consultant on other United Nations agencies.

At the time of her appointment to the Women's Bureau, she had been Principal of Moulton College, Toronto, for two years.

Miss Royce has had the help of several well-qualified assistants in shaping and carrying out the policies of the Women's Bureau. The small staff also includes a secretary and a clerk.

First Challenge

The first challenge facing the new division was to discover who were the working women in Canada, why they worked, and what type of occupations they choose.

With substantial assistance from the Economics and Research Branch, *Women at Work in Canada*, a fact book on the female labour force was published in 1956. This booklet was revised in 1958, and a new revision is planned as material from the 1961 census becomes available.

The situation that was revealed in the first Women's Bureau survey has remained basically unchanged, except that the numbers involved have continued to grow. The pattern is unfolded in the latest figures available. In 1963:

—30 per cent of all Canadian women over 14 were in the labour force; they made up 28 per cent of the total force.

—Almost two-thirds of the female labour forced worked in Ontario and Quebec.

—Of every 100 married women in the population, 23 were in the labour force; of the widowed, separated or divorced, the ratio was 28 in 100.

—Of every 100 single women, 49 were in the labour force.

—Roughly half (49.7 per cent) of the women in the labour force were married.

—About one-third of all girls and women in the labour force were under 25 years of age, 39 per cent were between 25 and 44, and 29 per cent were 45 years of age or more.

—The majority of working women are found in five occupational groups: 30 per cent in clerical work, 23 per cent in personal services, 15 per cent in professions, 11 per cent in manufacturing, 10 per cent in commercial occupations such as retail selling.

Phenomenon Revealed

This first Women's Bureau survey revealed the extent of a fairly recent phenomenon—married women working outside the home. The Women's Bureau therefore decided to conduct a study of these women to discover some of their characteristics, why they are working, their attitude toward their work, the kinds of jobs they are doing, and how they manage their dual responsibilities.

The result was an extensive report entitled *Married Women Working for Pay in Eight Canadian Cities.* The problems of these women—care of children while the mother works, hours of work, possibilities of part-time work, training and retraining, hostile social attitudes—provided the material for much of the work of the Women's Bureau.

A second report based on the same sample survey was published in 1959. It was concerned with the occupational histories of the women interviewed.

This second study was the first of its kind in Canada. It pointed up what Miss Royce describes as the "rick-rack" pattern of employment for women during their working lives. They come into the labour force after their educational training, leave on marriage or when they start a family, and often re-enter the work force when their children have grown beyond the age where they need constant attention.

The Women's Bureau concluded that, to make most effective use of women workers under these circumstances, better provision must be made for training for girls before they enter the labour force, for maternity leave and for refresher training and arrangements for their re-entry into the working world.

The ramifications of these two research projects have continued to occupy the Women's Bureau. Material on different aspects of these problems has been made available in a series of free Bulletins issued over the years.

Another project of the Bureau has been the arrangement of a number of seminars bringing together representatives of government, industry and labour to discuss topics of concern to women workers. A seminar held last March examined the implications and causes of the traditional rigid division of men's and women's work (L.G., May, page 357).

Not Without Critics

The Bureau has not been without its critics through the years, both in government and industry. Much of the criticism results from what has been called a "fuzzy concept" of the purposes and functions of the Bureau. Some critics would like to see more concrete results. Miss Royce admits that it is "difficult to assess the Bureau's accomplishments in absolute terms." But she contends that its efforts have had "some impact on the country."

The Canadian bureau was set up on very different lines from the U.S. Women's Bureau, which was established in 1921. It was never intended to carry out its own research or training programs, but was to utilize the facilities of existing branches and departments of federal and provincial governments and women's organizations.

Miss Royce explains the function of the Bureau is "to try to find ways of selecting issues vital and real to people and to stimulate interest in them. We document the issues, and they carry on from there in response," she says.

One project that has come into being through this method is the Quo Vadis School of Nursing in Toronto. The school, which starts operation this month, is the first in Canada to offer nursing training to women over 30 without previous experience in the field. The inspiration for the school came from *A New Career After 30,* a 1960 publication of the Bureau; the initiative came from a voluntary committee of private individuals connected with the Catholic Hospital Conference of Ontario. Announcement of the course brought 200 applications. A pilot group of 30 has been selected. All applications will be screened to discover more about the psychological and sociological factors involved in women's wanting to return to work in fields new to them.

At the same time, the influence of the Women's Bureau has been felt on the international scene. The Director has served on the United Nations Commission on the Status of Women and the International Labour Organization's Committee on Women Workers. The Bureau has been consulted by similar branches of other countries, notably Japan, and has served as a model for new bureaus in Australia and other nations.

90164—2

After ten years the Women's Bureau is a well-established part of the Department of Labour. Miss Royce is now within two years of retirement, but she can look back on ten busy years and forward to two more.

She thinks there has been a tendency to place too much emphasis on numbers in studies of the female labour force. The need now is for more "depth" research into problem areas. Her "favourite project" for the future is an analysis of domestic services, where there are "so many women and so few standards." In keeping with Women's Bureau policy, this study will be made in co-operation with the Technical and Vocational Training Branch of the Department.

The Bureau is about to issue bulletins on opportunities for women in the physical sciences, earth sciences and mathematics, similar to the one on the biological sciences that was enthusiastically received by educators.

Abridged Chronology

Sept. 7, 1954	Marion V. Royce, first Director, sets up Women's Bureau.
Oct. 1, 1954	Nancy R. Lishman named secretary to the Director.
Dec. 30, 1954	Mair Davies named assistant to the Director.
Dec. 31, 1954	Freda Lyon (now Blain) succeeds Nancy Lishman as secretary.
1954-1955	Pilot survey, Toronto, married women working. Publication of brochure on Bureau.
1955-1956	Bureau's first major study: national survey on married women working . Roster of national women's organizations compiled.
Nov. 12, 1956	Svanhuit Josie, economist, appointed to Economics and Research Branch with special responsibility for research related to the work of the Women's Bureau.
1956-1957	First major publication, *Women at Work in Canada*, a fact book. Director participated in University of Toronto round-table on the "Impact of Industrialization on Human Well-Being" and in other group projects. Mail survey of university graduates. Results published in *Labour Gazette* and issued as reprint, *Whys and Wherefores.*
April 1, 1957	Valda G. Lawford appointed Bureau's first general clerical worker.
Sept. 16, 1957	Ethel M. Suggett replaces Freda Blain as secretary.
1957-1958	Director appointed Senior Adviser to the Delegate of Canada to the United Nations Commission on the Status of Women, in Geneva. Publication of *Married Women Working for Pay in Eight Canadian Cities.* Director represents Department at the First Canadian Conference on Education, Ottawa.
June 16, 1958	Carolyn G. Archer (now Osborne) succeeds Mair Davies as assistant to Director.
1958-1959	Director alternate delegate of Canada to United Nations Commission on the Status of Women, in New York. Director participates in CBC radio series on the mature woman in the labour force . *Women at Work in Canada* revised.
Jan. 1, 1959	Agnes P. Beckett succeeds Carolyn Archer.
1959-1960	Publication of *Occupational Histories of Married Women Working for Pay in Eight Canadian Cities* and *Equal Pay for Equal Work.*

The interests of the Women's Bureau are very wide. "Everything that happens in the labour field has an impact on women," says Miss Royce. Four areas occupy much of the Bureau's attention—working mothers, training facilities for girls and older women, older women workers, and equal pay for equal work. Priority must be given to correcting abuses where they exist, and to forming better attitudes toward women's work, both among the workers themselves and society in general.

Miss Edith Lorentsen, Director of the Legislation Branch of the Department of Labour, which works closely with the Women's Bureau, believes that the future of the Bureau lies "in development of contacts with community groups and in circles outside the Labour Departments toward the end that the influence which is exercised by such groups rests upon knowledge.

"The phenomenal growth of the female labour force has lent a certain urgency to the work of a Bureau like this," Miss Royce asserts.

Abridged Chronology (Conc.)

	Directory of National Women's Organizations replaces roster. Director alternate delegate at United Nations Commission on the Status of Women, at Buenos Aires.
Dec. 1, 1960	Celia Bookman succeeds Valda Lawford.
1960-1961	Publication of *A New Career After 30* and revision of *Equal Pay for Equal Work.* Two seminars organized: the first on the work on the Bureau, the second on ILO programs relating to women's work.
1961-1962	Publication of *Vocational and Technical Training for Girls* and *A Niche of Usefulness.* Introduction of Women's Bureau Bulletins. Bureau holds one-day consultation with representatives of business, labour, government and national organizations on current problems of women's employment. Director participates in meeting of U.S. Equal Pay Committee in Washington. Director represents Department at Second Canadian Conference on Education, Montreal.
1962-1963	Publication of *Job Training for the Mature Woman* and of revised *Vocational and Technical Training for Girls.* Director at meeting in Yellowknife, N.W.T., on vocational training for girls, held by Advisory Committee on Vocational Training of MacKenzie Territory. Director participates in "The Real World of Women" sponsored by the CBC. One-day conference with trade unionists on women's work. Director appointed to ILO Panel of Consultants on Problems of Women Workers.
May 6, 1963	Violet P. King appointed interim assistant to Director.
1963-1964	Round-table organized by the Bureau. Publication of *Report of Round-Table Conference on the Implications of Traditional Divisions between Men's Work and Women's Work in our Society.*
March 2, 1964	Helen E. Traynor succeeds Agnes Beckett as assistant to the Director.
1964	Publication of report of a study on "Collective Action by Nurses to Improve their Salaries and Working Conditions". Director participates in Canadian Conference on the Family, Ottawa, and in Committee on Women Workers at 48th International Labour Conference, Geneva.

90164—2½

A Guaranteed Income for Everyone?

Speaker at annual convention of International Association of Personnel in Employment Security advocates guaranteed income for all because soon it might be impossible to provide jobs

A guaranteed income for every adult and child, and the payment of students in college, was advocated by Robert Theobald, economist, author and consultant, in the keynote speech to the 51st annual convention of the International Association of Personnel in Employment Security.

A guarantee of a job or an income was also proposed by Harry Bridges, President of the International Longshoremen's and Warehousemen's Union, another speaker at the conference. Another speaker, Glenn Ferguson, Associate director of the Peace Corps, disagreed with the idea of guaranteed employment or income, however.

Mr. Theobald said that he believed we were entering a new era whose requirements were as different from those of the recent industrial age as those of the industrial age were different from those of the preceding agricultural age.

"Today, the cybernated productive system is emerging—a new innovation in productive techniques and organization based on machine power and machine skill, i.e., on the combination of automated machinery and the computer," he said.

Two main aspects of the cybernation revolution, he continued, were that it would force man's mind out of the productive system just as surely as the industrial revolution forced out man's muscle; and that the coming of cybernation meant that there would be no effective limit to our productive abilities.

Mr. Theobald said he believed "that the effects of cybernation will in fact be so far-reaching and rapid that it will be impossible to achieve full employment: in other words, that the growing efficiency of machine systems will continue to increase so fast that employers—both governmental and private—will find it cheaper to own or hire machines rather than men."

He repeated his belief that full employment can never be achieved, but even if it was, he said, there are groups who should have a guaranteed income: those too old or too ill to hold a job; those with responsibilities that require that they should not be under the obligation to hold a job, e.g., a woman with children but no husband; and those being educated.

To bring about his proposed guaranteed income, Mr. Theobald advocated a change in the United States Employment Act of 1946 that would make it the policy of the Government to provide job opportunities or to guarantee an income for anyone who was seeking work. He suggested that the starting level of the guaranteed income should be $1,000 for each adult and $600 for each child.

In discussing the payment of students, Mr. Theobald said, "We must recognize that the student is already 'working' at least as relevantly as the man in the factory. The time has come when we must introduce the concept of a student salary, starting possibly at 14, and increasing with age, payable to all students attending school or university."

Mr. Theobald is the author of *Free Man and Free Markets,* a book in which he said technological change was proceeding so rapidly that it might soon be impossible to provide conventional market-supported jobs for everyone. He was also one of the group of 32 economists who sent a memorandum to the United States President advocating "public measures that move radically beyond any steps now proposed or contemplated." One of these was the guaranteed income.

Harry Bridges

Harry Bridges told the convention that "automation means unemployment" but that it need not mean that.

"What I mean by automation is any change in the production process which increases labour productivity, not just what the engineers mean by automation," he said

Mr. Bridges said he realized that automation had been going on for a long time and that without it our standard of living would be "horse and buggy" standard, and that it might be wrong to blame automation for the chronic serious unemployment that had plagued the United States for the better part of a decade.

He then proceeded to give his answer to the question of how to meet the present situation, which might transform a blessing into a curse. He advocated first of all a national policy directed toward full employment.

"A second circumstance standing in the way of the full employment we might have, even with automation," he said, "is the continuing willingness to starve what people nowadays call the 'public sector'."

Mr. Bridges went on to urge the building of public low-cost housing, more schools, urban rapid transit systems, and the provision of more medical facilities. "A greatly stepped-up program to correct such deficiencies would go a long way toward providing jobs for the victims of automation," he said.

Mr. Bridges asserted that "pressure for full employment is being diverted by the myth that all we need is more economic growth." He quoted with approval a statement by Dr. A. W. Zelomek, an economist, who had said that one economic myth that needed to be exploded forever was that economic growth or expansion would solve unemployment; and further, that expanding service industries would not create enough jobs for workers displaced by automation or mechanization.

The unskilled and poorly educated have become a drug on the market, while the highly trained are in short supply, the speaker said, and he urged a crash program in education as one more step toward meeting the desperate problem of unemployment among young people.

Another roadblock, he said, was "the widespread public resistance to a program of direct income guarantee to unemployed workers . . . Let's face the fact that some workers—displaced by the economic progress that benefits the rest of us—will never go back to work."

For those who cannot find work, Mr. Bridges said, "Tentatively, I would suggest a minimum income of $3,000 for a family and $2,000 for a single person . . . Eligibility should be based upon availability for work, the program to be financed out of the general revenue, not as a direct tax on industry."

Employers, he said, could not be blamed for adopting new methods, even though it meant throwing their workers out on the street, because otherwise they would be unable to meet competition and would have to close down. "What I am urging is a modification of the free enterprise system sufficient to ensure that everyone able and willing to work is guaranteed a job or an income.

"Finally, there is a prejudice against economic planning which will have to be overcome before we can have automation and full employment."

In the course of a speech that was largely on another subject, Glen Ferguson referred to the speeches of both Dr. Theobald and Mr. Bridges. Cybernation, he said, was not new. Cybernation and automation were a way of life. Disagreeing with Mr. Bridges' proposal of guaranteed employment or guaranteed income, Mr. Ferguson said that the problem was one of guaranteeing, not employment, but opportunity; and not of changing the economic system, but of changing our attitude to the human system.

"In my opinion," he said, "the best way of guaranteeing full employment is by trying to create employment to reflect the needs of society."

Marion Williamson, Director of the Georgia Employment Security Agency, in a letter to the staff of his agency has commented on many of the theories advanced by Dr. Robert Theobald in his speech at the annual IAPES convention. The letter, in part, reads:

"We are concerned with employment security and we hope the day will never come when 'employment' is dropped and we think only in terms of security. We want people to be secure in their jobs and not in their idleness. I, for one, am not ready to think in terms of a large segment of our society becoming fat, happy—and jobless. . .

"There are serious problems caused by automation, or cybernation, that require serious consideration. Machines are taking over jobs, but that has been true since the invention of the wheel. The pace has increased in recent years at the same time as vast numbers of young people are entering the labour market, many of them totally unprepared. These factors account for the retraining programs being initiated. The solution to these problems, however, does not lie in putting the jobless on a payroll with no work attached.

"Any scheme to provide income without work will increasingly limit the number desiring to work. It would raise other questions, such as: What about the person who quits his job or gets fired for cause? How about the man working for only slightly more than the guaranteed income proposed by Dr. Theobald?

"We are in complete sympathy with the worker who is unemployed through no fault of his own. We wouldn't last very long in this business if that were not true. But one of our most pressing problems, even without a guaranteed income, is to strengthen the motivation to work. Untold thousands of the machines now being installed are to do jobs for which workers cannot be hired.

"We must not let the magnitude of the problem cause us to make it too easy, too comfortable and too inviting to 'draw', rather than work. . . "

ERGONOMICS: What It Is

Senior Scientist of Occupational Health Division relates the history of ergonomics and asserts progress made in liberating man from arduous, boring and dangerous tasks only a beginning

"Ergonomics" is defined as "the science of adapting environment and machines to man's capabilities" in a paper by W. L. Ball, Ph. D., Senior Scientist, Occupational Health Division, Department of National Health and Welfare.

Dr. Ball first recounts how man, not content to wait for evolution to adapt him to his environment, gained protection from the weather with clothing and housing, supplemented his physical attributes with weapons and tools, and exploited nature by putting other animals to work for him and learning to use fire.

"But, with the speed-up in technological development first evident in the Industrial Revolution, many traditional tools and methods became not only inefficient but also sources of workers' ill-health.

"With demands for more efficient use of man and machine and for less arduous working conditions came calls by industry on more scientific work improvement methods." Dr. Ball points to the pioneering investigations of F. W. Taylor and the Gilbreths at the turn of the century that ushered in such work study methods as time and motion study, methods improvement and work simplification.

"These early efficiency programs were resisted because the first 'efficiency experts' tended to ignore the efforts of labour and health authorities to mitigate the threat of 'speed-ups' to the health and lives of workers. Modern enlightened management realizes the advantages of procedures that make work less tiring, monotonous or dangerous and in so doing has achieved its efficiency objectives as well," Dr. Ball writes.

Although it has given him a higher standard of living, the growth of industry in the last 200 years has made man more dependent of machines. "It has also, until recently, brought hardship and suffering to workers.

"And because structures and machines have often been conceived with more concern for the process than for the man who operates them, the worker has lost the central place in production that he occupied as a craftsman.

"Management's appreciation of the equal importance of man and machine is a comparatively recent development. It was, in fact, the extreme production demands at home and the complex tracking and communicating requirements at the front during World War II that gave impetus to the study of human performance.

"In the last decade, developments in industry associated with automation have begun to make excessive demands on machine operators. The approach to their control is being made through an integrated attack by technical and biological sciences. The Ergonomics Research Society of the United Kingdom, founded in 1949, was the first to make this combination and coined the name ergonomics for this science that is a kind of human engineering."

Three Disciplines

The main scientific disciplines concerned with fitting the job to the worker are anthropometry—the study of man's dimensions, strength and mobility—physiology and psychology.

Man's dimensions, strength and mobility must be considered in the design of machines he will control. For example, the height and shape of automobile seats, the instrument panels in aircraft and the height of kitchen sinks should be correlated with human measurements and faculties for maximum efficiency of man and machine.

Physiology is the science that studies man's physical machine and determines the conditions under which it will perform most efficiently. For example, "man's productivity varies considerably with temperature and humidity. Noise intereferes with his communication and may damage his hearing. Vibrating tools can upset the nervous control of the small arteries and decrease the sensation in his hands. Poor lighting may impair his visual acuity."

Psychology attempts to state man's requirements for satisfying and productive work. "Fair wages and hours of work, knowledge of a job well done and pleasant relations with fellow workers are prerequisites. Although they are a major area of study for psychologists, they are not the immediate concern of the psychologist on the ergonomics team. His interest is in reaction times, memory, visual perception and the mental capacity of the worker.

"Information presented to the worker by the dials, lights, buzzers and other 'displays' on the machine must be translated by him

into appropriate control action. The relationship between the worker and displays and controls is thus critical to smooth operation. Displays must give clear, concise, complete, correct and rapid information. Controls must be distinctive, readily reached and rapidly responding. These design requirements may be achieved only by an intimate knowledge of man's physical, physiological and psychological attributes."

Co-ordination of Man and Machines

For maximum quality and output of an operation, the operator's skill must be co-ordinated with machine design. Skill depends, in part, on perceptual ability, intellectual ability, motivation, age, fatigue and training, and its cultivation falls into the psychologist's field.

The European Productivity Agency meeting in Zurich in 1959 stimulated interest in ergonomics. Trade unions in Switzerland, England, Ireland, France and other countries have held information seminars.

Universities and research institutes are establishing courses in the field. A chair of "ergonomy" has been set up at the University of Liege. In England, the Universities of Birmingham and Bristol and the British Productivity Council have organized seminars. The Max Planck Institute of Labour Physiology in Dortmund is doing research on ergonomics.

In the United States the Society of Engineering Psychologists and the Human Factors Society are co-ordinating research and publishing information.

In the conclusion of his paper, Dr. Hall states that "the intelligent use of human resources has not kept pace with technological progress despite all the advances made in the last decade in adapting environment and machinery to man's capabilities.

"We no longer consider mentally or physically demanding labour commendable in itself; yet many workers are still performing under physiological or psychological stress.

"The progress we have made toward liberating man from arduous, boring and dangerous tasks is only a beginning. We must increase our efforts to eliminate these detrimental aspects of his work and thus release him for more profitable pursuits."

Changes in General Assistance and Other Welfare Legislation in 1963

Major changes in general assistance laws in three provinces, minor changes in three others. A number of provinces amend laws on mothers' allowances and accommodation for the aged

In 1963, six provinces made changes in their general assistance legislation; in three, the amendments were major. Two provinces changed the rates of mothers' allowances, and two others made administrative changes.

In respect to living accommodation for the elderly, the National Housing Act was amended to increase the maximum interest rate for loans to limited-dividend corporations. New or amended legislation came into effect in five of the provinces.

GENERAL ASSISTANCE

Changes in legislation occurred in six provinces; major amendments were made in Ontario, Saskatchewan and Alberta.

NEWFOUNDLAND

An announcement gazetted October 22, 1963 decreed that a person who was a recipient of social assistance on October 1, 1963 and whose husband or wife was a recipient of Old Age Security on the same date would not suffer a reduction in social assistance because of the increase in Old Age Security from $65 to $75 a month.

NOVA SCOTIA

An amendment to the Social Assistance Act (Statutes of Nova Scotia, 1963, c.45), removed, effective from October 1, 1962, the restriction that a person receiving a provincial allowance for abandoned or orphaned children in his care could not also receive an allowance under the section providing for allowances for those permanently disabled.

A new subsection provides that the settlement of a person receiving assistance in an institution is not affected while he is receiv-

ing municipal assistance from the municipal unit in which he has settlement, when he is moved to a boarding home in another municipal unit.

Regulations under the Social Assistance Act tabled February 25, 1963 set out the qualifications that staff of welfare departments or of agencies administering the assistance program must meet if the municipal unit is to qualify for provincial reimbursement for administrative expenses. The regulations, which formerly applied only to the director or person in charge of a welfare department or of an agency administering the Social Assistance Act, now require that other members of the staff engaged in welfare work also be professional social workers and members of the Canadian Association of Social Workers, or if not, have certain other specified qualifications.

NEW BRUNSWICK

An amendment to the Social Assistance Act (Statutes of New Brunswick, c.20), made changes in both Part I (Provincial Assistance) and in Part II (Municipal Assistance).

Under Part I, the maximum monthly allowance that may be paid to any needy mother or foster mother with dependent children has been raised from $90 to $115.

Under Part II, changes include a revised definition of "assistance," additions to the sections on settlement, changes affecting welfare committees, the appeal committee, and the extension of the authority of the Minister to make agreements with other jurisdictions.

"Assistance," as now defined, means "assistance given in cash or in kind to a person in need." The former definition enumerated forms of assistance that could be provided.

An addition to the Act provides that a person loses settlement when he has been absent from the province for more than 12 consecutive months. The exceptions to the prohibitions against transporting a person in need to another municipality for "the purposes of transferring the burden of administering assistance" have been broadened, so that a person may now be moved at the request of the municipality of settlement and with the approval of the Director of Social Assistance.

A new subsection provides that a member of a welfare committee may lay an information before a magistrate "calling upon a husabnd or father to show cause why he should not be imprisoned for a period not exceeding seven days when, while working and receiving remuneration, his wife or children are persons in need."

The Minister, with the approval of the Lieutenant-Governor in Council is authorized, on behalf of the Government of New Brunswick, to enter into a reciprocal agreement with any other province respecting assistance to persons in need.

The Minister, with the approval of the Lieutenant-Governor in Council is authorized, on behalf of the Government of New Brunswick, to enter into a reciprocal agreement with other province respecting assistance to persons in need.

Under Regulations gazetted May 21, 1963 (O.C. 63-324), the maximum monthly allowance payable to a mother and one child was increased from $35 to $60 effective from April 1, 1963. O.C. 63-325, also gazetted May 21, 1963, prescribes the forms to be used in making application for social assistance under Part I.

ONTARIO

The General Welfare Assistance Act

An amendment to The General Welfare Assistance Act passed in December 1962 (Statutes of Ontario, 1962-63, c.53) was proclaimed effective January 1, 1963 (Ontario Gazette January 19, 1963). The principal change made by the amendment is that of authorizing the province to pay assistance without municipal participation to categories of persons prescribed in the Regulations. It is also provided that where there are special circumstances, and investigation shows the advisability of paying assistance to an applicant in this category who is not strictly eligible for assistance, the Lieutenant-Governor-in-Council may direct that assistance be paid to the applicant. The amount of such assistance is to be determined by the Regional Welfare Administrator.

The Lieutenant-Governor-in-Council is authorized to make Regulations prescribing the categories of persons to whom the Province may provide assistance, determining the amount of assistance that may be paid, establishing a Medical Advisory Board, establishing a Board of Review consisting of the Director of the Welfare Allowances Branch and two or more other persons ,and prescribing the powers and duties of field workers.

A new section has been added providing penalties for persons obtaining or receiving assistance to which they are not entitled, and for persons aiding or abetting another to receive assistance to which he is not entitled. A person found guilty of an offence under this section is liable on summary conviction to a fine of not more than $100, or to imprisonment for not more than three months, or both fine and imprisonment.

Regulations

Dependent Fathers. Regulations governing assistance to dependent fathers were gazetted February 16, 1963 (O. Reg. 22/63). These Regulations set out the conditions under which a provincial allowance may be paid to a dependent father, that is, a person who is a father of a dependent child and who is permanently unemployable by reason of physical or mental disability. The conditions of aid, including the needs test, residence requirements and medical certificate, are the same as those formerly included under The Mothers' and Dependent Childrens Allowances Act, from which aid to these families was removed by the amendment effective January 1, 1963.

As stated in the explanatory note to the Bill amending the General Welfare Assistance Act, payment of assistance to dependent fathers under this Act will enable the costs to be included in agreements with the Government of Canada under the Unemployment Assistance Act. The rates payable to dependent fathers are the same as those payable to mothers of dependent children under The Mothers' Allowances Act.

Widows and Unmarried Women. Regulations governing provincial assistance to widows and unmarried women (O. Reg. 111/63) were gazetted May 18, 1963 and amended by O. Reg. 337/63 gazetted December 28, 1963. This new program provides for allowances of up to $75 per month (raised from $65 by O. Reg. 337/63) to widows and unmarried women 60 years of age or more.

The definition of "unmarried woman" includes a wife whose husband is a patient in a mental hospital, a sanatorium, a hospital for the chronically ill or a nursing home or is a resident in a home for the aged for at least six months; a wife whose husband has deserted her and has not been heard of for six months or more; a wife whose husband is imprisoned for six months or more; a woman who is divorced and has not remarried; and, under O. Reg. 337/63, a wife who is living separate and apart from her husband and has been so living for a continued period of seven years or more.

The allowance is payable on a means test basis to women in this category who have resided in Ontario for at least one year. An applicant may have liquid assets of up to $1,000, and if she is in one of the first three groups of "unmarried" women mentioned above, her husband's assets must not exceed $1,000. The Regulations set out items to be considered in computing income, which may not exceed $1,260 a year, including the allowance (raised from $1,140 by O. Reg. 337/63). Recipients of government allowances under other programs and patients in mental hospitals, private hospitals, sanatoria, psychiatric hospitals, public hospitals and homes for the aged or nursing homes are not eligible for an allowance under these Regulations.

A recipient is entitled to receive medical services without cost under any agreement in writing in force from time to time between the Province of Ontario and the Ontario Medical Association.

It is required that a field worker visit each recipient at least once every year, and oftener if requested by the Director of the Welfare Allowances Branch or a Regional Welfare Administrator. The Regional Welfare Administrator may appoint a trustee to act for the recipient if in his opinion the recipient is using, or is likely to use, assistance for other than her own benefit or is incapacitated or is incapable of handling the assistance.

District Welfare Administration Boards Act

Under The District Welfare Administration Boards Act (Statutes of Ontario, 1962-63, c.37), to become effective on proclamation, councils of municipalities in improvement districts, except those having a population over 15,000, are required to establish a district welfare administration board. It is to consist of from three to five members who are members of the council of a municipality in the district—they are appointed jointly by all municipalities in the district for a term not exceeding one year—and two members appointed by the Lieutenant-Governor-in-Council for a term not exceeding three years.

The Board is to be responsible for the provision and administration of welfare services in the district, and is to have all the powers, duties and responsibilities given by any other Act to the councils of municipalities in the district. It is required, with the approval of the Minister of Public Welfare, to appoint a welfare administrator and other staff as necessary.

Each municipality is to contribute an amount, including costs of administration, which the Board estimates will be required for welfare services for the year. Assessment rolls are to be revised and equalized each year by the district assessor or by the Department of Municipal Affairs.

During the first year of its operation, the Lieutenant-Governor-in-Council may make a grant to the Board on the basis of the population in the district.

MANITOBA

Manitoba Regulation 35/63 under The Social Allowances Act, gazetted May 18, 1963, to be effective May 1, 1962, repealed section 12 of the Regulations made by Manitoba Regulation 25/62. The former section 12 provided that a social allowance is not payable to a person unable to earn income sufficient to meet the basic necessities became of physical or mental ill health or incapacity and who is a resident of a municipality and who, in the opinion of the Director of Public Welfare, is not likely to lack the basic necessities if an allowance is not paid.

SASKATCHEWAN

Social Aid

Social Aid Regulations were consolidated by Order-in-Council 977/63 dated May 21, 1963 and these were repealed by further Regulations gazetted July 5, 1963. The new Regulations (O. C. (1242/63 dated June 28, 1963) consolidate all the former Regulations with some changes.

Among the changes made are the following:

A recipient, as formerly, is required to produce evidence that he has explored within the limits of his ability every possibility of self-support. In addition, the new Regulations require that he also explore every possibility of "rehabilitation and re-establishment". A rehabilitation allowance is now included among other items of special need, and may be given a recipient or his dependents to enable him or them to take training to become wholly or partially self-supporting.

Aid may be cancelled when employment is available that the recipient is capable of performing.

Rates for hostels have been omitted, and it is now provided that accommodation away from home may be up to $2 per room per day. Municipalities may, however, grant an allowance for meals and accommodation on the basis of actual minimal cost.

The section that formerly included provision for legal fees for a recipient in obtaining help from a deserting husband or parent has been deleted.

Back bills, as formerly, may be paid under certain circumstances. These are now specifically defined and are more restrictive than under previous Regulations. Arrears of shelter or utilities that were accumulated prior to applying for aid may be paid only if the health and safety of the recipient or his family are threatened, and if his failure to pay them was because of lack of resources.

A change has been made in the clause governing casual and part-time earnings of the recipient or his family. Formerly, an individual was allowed $5 per month, a family of two $10, and a family of three or more $15 per month, without deduction in the social aid allowance. The exemption now may not exceed a maximum of 25 per cent of the recipient's basic budget requirement.

Earnings during the school term of dependent children attending school are wholly exempt. During the summer holidays, children earning and living at home may have an exemption of up to $40 per month and 50 per cent of all additional earnings. If a recipient fails to report the total amount of casual or part-time earnings by himself or his dependents, the amount is deducted from future exemptions.

Supplemental Allowances

Supplemental Allowances Regulations (Order in Council 1733/63, September 27, 1963), governing aid to recipients of Old Age Security and Blind Persons Allowances, were gazetted October 4, 1963. They repealed and replaced former regulations, O.C. 1431/62 of August 27, 1962, and were in turn amended by O.C. 2163/63 dated November 26, 1963, gazetted November 29, 1963.

A number of new sections have been included in the Regulations of October, 1963.

The section on eligibility for allowances has been revised to correspond with that of the regulations governing social aid; the words "rehabilitation and re-establishment" have been added so that the applicant must produce evidence "that he has explored within the limits of his ability every possibility of support, rehabilitation and re-establishment."

The new regualtions provide for a Disability Certification and Rehabilitation Review Committee consisting of a qualified medical practitioner, a social worker and such other persons as may be appointed by the Minister of Social Welfare and Rehabilitation. It is the function of the Committee to review, whenever required, those applications for an allowance that include an incapacitated child, and to evaluate the merits of the medical and social reports pertaining to each incapacitated child.

The Committee makes its recommendations to the Director of Public Assistance. At his request, the Committee also reviews the condition of each incapacitated child for whom the allowance is being paid, if a review is not being done under another public program, and informs the Director

of any change in the physical or mental condition of the child.

A new section (section 10) sets out the intent of the Act and Regulations; namely, to grant an allowance to persons in need who are unemployed or unemployable, and not to subsidize the income of employed persons. It provides, however, that the Director may in his discretion, if extreme hardship would otherwise result, waive or modify this provision, and may grant an allowance to a person who or whose spouse, is a wage-earner in full-time employment.

Like the Social Aid Regulations, these Regulations provide that an allowance on behalf of a child attaining the age of 18 while attending school may be continued to the end of that school year. The clause governing casual and part-time earnings of the recipient or his family has been revised to correspond with that of the Social Aid Regulations.

Similarly, the new Regulations also specify that in calculating total assets, items of personal property not essential for the health and welfare of the recipient may be considered available to him to be used for his current maintenance, either as collateral for loan or through outright sale.

Under the Supplemental Allowances Regulations gazetted November 29, 1963, (O.C. 2163/63), changes were made in some schedules of rates in the items of basic maintenance and in the means test for those under the means test allowance program.

The monthly food allowance for each adult has been raised from $21.50 to $26.50. The schedule of utilities has been expanded to include a monthly allowance for a telephone, and the monthly allowance under the schedule of a personal and household allowances for "other incidentals" has been raised from $5.50 to $9.00.

The allowable income for those under the means test program has been raised from $1,140 to $1,260 a year for a single person, and the total liquid assets of a recipient and his spouse raised from $2,000 to $2,220 a year.

ALBERTA

An amendment to the Public Welfare Act (Statutes of Alberta, 1963, c. 52) assented to March 29, 1963 made several important changes. In addition to authorizing the Minister of Public Welfare to provide aid to a destitute person who is a transient or a resident of the province, the Act now authorizes him to provide aid to "a person who is in need of immediate or urgent assistance."

The amendment removes from the Act the requirement that an unemployed person who has applied for or is receiving material aid perform unemployment relief work, if requested to do so by the municipality or by the Department of Public Welfare. It also deletes the clause that removes from a municipality or the Department any obligation to continue to aid any person who has refused to perform any unemployment relief work in the municipality.

The definition of a dependent, which formerly included a child 17 years of age if attending school and making satisfactory progress, has been extended to include one who is over 16 but under 19 years of age who is attending school and making satisfactory progress.

An added section permits the Minister to cause a caveat in the prescribed form to be registered in the land titles office against the certificate of title for the land, if a social allowance is provided to meet the payments of a land mortgage or an agreement for the sale of the land. A transfer of a mortgage or an assignment of an agreement for sale, or any other arrangement or agreement concerning a mortgage or agreement for sale, is not valid without the written consent of the Minister. A caveat cannot be cancelled or withdrawn except by the Minister's request to withdraw the caveat. The Minister may waive the rights given by this Section for the purpose of proceedings or for any other reason he thinks proper.

The Social Allowances Regulations under Part III of the Public Welfare Act were amended by Alberta Regulation 174/63 gazetted May 31, 1963 (O.C. 705/63). The schedule of the maximum monthly food and clothing allowances has been amended with slight changes in amounts. The new schedule which became effective April 1, 1963 now includes a rate for a child of 19 years; formerly the schedule included rates for children up to and including 18 years of age. Allowance for special diets remain at the same rate as formerly.

MOTHERS' ALLOWANCES

Changes in rates were made in two provinces, Prince Edward Island and New Brunswick, and administrative and other changes were made in Ontario and Alberta.

PRINCE EDWARD ISLAND

Changes in the Mothers' Allowances Regulations were gazetted June 29, 1963, to have effect from July 1, 1963. Gross in-

come limits are raised for a mother and one child from $900 a year to $1,800. The permissible limit, as formerly, increases by $100 a year for each additional child up to six or more children. The maximum monthly income for a mother and one child is raised from $35 a month to $70 a month.

NEW BRUNSWICK

Under an amendment to the Social Assistance Act (Part I, Provincial Assistance), the maximum monthly allowance that may be paid to any needy mother or foster mother with dependent children was raised from $90 to $115. Under Order-in-Council 63-324, gazetted May 21, 1963, the maximum monthly assistance payable on behalf of a mother and one dependent child was raised from $35 to $60.

ONTARIO

Regulations governing assistance to dependent fathers were gazetted February 16, 1963 (see above, under "General Assistance"). These Regulations were pursuant to the amendment to The General Welfare Assistance Act effective January 1, 1963, which authorized the Province to pay assistance without municipal participation to categories of persons prescribed in the Regulations; and to the amendment to The Mothers' and Dependent Children's Allowances Act, effective the same date, which removed from the Act those families with a dependent father in the home.

The amendment to The Mothers' and Dependent Children's Allowances Act also changed the name of the Act to The Mothers' Allowances Act. Regulations under this Act gazetted February 9, 1963 replaced previous regulations and made minor changes in the calculation of income; they included a table of pre-added budgets (i.e., the amount allotted for food, clothing and sundries) according to the number and age of children in the family.

ALBERTA

A new section added to the Social Allowance Regulations under the Public Welfare Act (Alberta Regulation 477/63, gazetted November 15, 1963), to be effective November 1, 1963, provides for the payment of an allowance to a guardian on behalf of dependent children. A guardian is defined as a relative or suitable person, approved by the Director of Public Assistance, who is providing a home for the child and assuming responsibility for the child's support, care and training.

Payment is made to a guardian on behalf of children when both parents are dead, are confined to a sanitorium, nursing home, hospital, penal institution or a provincial hospital for the mentally ill, or when one parent is dead and the other confined to one of these institutions, or when both parents have abandoned the children or otherwise shown themselves unable to care for them.

LIVING ACCOMMODATION FOR THE ELDERLY

The maximum interest rate for loans under Section 16 of the National Housing Act, which provides for loans to limited-dividend housing corporations, was increased from 5¾ per cent per annum to 5¼ per cent by Order-in-Council P.C. 1963-1590, gazetted November 13, 1963.

New or amended legislation came into effect in Alberta, Saskatchewan, Manitoba, Ontario and New Brunswick.

ALBERTA

An Act respecting the Operation of Welfare Homes (Statutes of Alberta, 1963, c.73) came into force on July 1, 1963. This repeals the Homes for the Aged or Infirm Act and amends certain provisions in The Public Welfare Act, The Homes for the Aged Act and The Child Welfare Act, bringing the regulation and licensing of homes and institutions formerly operated under these Acts under one Act administered by the Director of Welfare Homes.

The Welfare Homes Act defines a "home" as a place of care for persons who are aged or infirm, or require special care, which includes: nursing homes but not hospitals; institutions, nurseries, shelters or observation homes as defined in The Child Welfare Act; and hostels or other establishments operated to provide accommodation and maintenance for unemployed or indigent persons.

The Act provides for the appointment of a Director of Welfare Homes and other employees necessary to administer the Act. All homes caring for four or more persons must be licensed, and licensing procedures are outlined. Books and records must be kept in a form prescribed by the Director and inspectors may enter homes to examine the premises and books.

The Lieutenant-Governor-in-Council may make regulations respecting admissions, standards of accommodation and care, employment of staff, licensing and other matters necessary for carrying out the Act.

Under the Act, the Minister is empowered to acquire and operate hostels, nursing homes, institutions and nurseries and otherwise provide for the care, rehabilitation, and training of children or of persons who

are unemployed, aged or infirm, or who require special care.

SASKATCHEWAN

Through Order-in-Council 508/63, gazetted April 5, 1963, the definition of "boarding house" was deleted from Regulations under The Housing Act.

MANITOBA

Manitoba Regulation 49/63 under The Public Health Act, gazetted June 29, 1963, added a new subdivision to Part V—Division 4 ("Maternity Homes and Private Boarding Homes and Private Institutions for Aged and Infirm People" of former regulations).

The new subdivision covers "care institutions," which include private boarding homes, nursing homes, boarding care homes, and any other place where two or more adults are treated, cared for, lodged, fed or maintained entirely or partly at public expense or through public subscription. Hospitals, sanitoria, schools, colleges, barracks and penal institutions are excluded.

The Regulations define private boarding homes, nursing homes, and boarding care homes, set out licensing procedures and detailed standards respecting buildings, equipment and facilities, accommodation for residents, fire protection, staff, health and medical care, nutrition, recreational activities, and records.

ONTARIO

Changes were made in Regulations under The Homes for the Aged Act, and Regulations were gazetted under The Elderly Persons Social and Recreational Centres Act that was passed in 1962.

O. Reg. 25/63, gazetted February 16, 1963, under The Homes for the Aged Act, made the following provisions.

The provision that "No resident shall leave a home at any time without the permission of the Superintendent" has been changed so that the word, "notifying", replaces the words, "the permission of".

Where replacement of furnishings or equipment or repairs to or maintenance of the buildings, equipment or grounds exceeds $500 in cost, ministerial approval must be obtained before payment is made. The Minister must also approve the initial salary, or annual or other periodic increase in salary, of a superintendent or the supervisory staff of a home.

In computing the cost of maintenance for the provincial subsidy, no resident is included who in the judgment of the provincial authority is able to pay the whole or part of the cost. If he pays nothing he is not included in the cost, and if he pays less than the provincial authority determines he could pay this additional amount is computed as paid.

Residents receiving Old Age Security, Old Age Assistance or Blind or Disabled Persons' Allowances may retain 15 per cent of these benefits for their personal use. Residents having income from other sources will be required to pay for their maintenance an amount equal to the maximum governmental benefit less 15 per cent for the personal use. In the event of the death of a resident, recovery of the cost of maintenance may be made from the gross amount of his assets, less an amount deemed reasonable for burial expenses.

Regulation 130/63 under The Elderly Persons Social and Recreational Centres Act, gazetted June 15, 1963, sets out procedures to be followed in applying for a grant for the erection, alteration, extension or acquisition of a building or premises for use as a social and recreational centre for elderly persons. For the purpose of receiving a provincial grant of 30 per cent of the total cost, the capital cost of furnishing or equipping the centre may be included in computing the cost.

NOVA SCOTIA

Amended Regulations under The Social Assistance Act came into force on November 27, 1963.

Municipal units may now be reimbursed for the costs of maintaining needy persons in homes for special care, in addition to those in municipal homes. Homes for special care are defined as nursing homes, hostels for indigent transients and homes for the aged.

Instead of being made on the basis of 66⅔ per cent of expenditure by the unit, reimbursements from the Minister are now calculated at 66⅔ per cent of the difference between the per diem rate approved by the Minister for the home for each day of the person's stay, and the revenue received by the municipal unit on the person's behalf from sources other than the municipal unit.

For a person who is 65 years of age or older, or who received provincial social assistance for disability under Section 7(c) of The Social Assistance Act and is maintained in a municipal home or a home for special care, the municipal unit is considered to have received monthly on that person's behalf an amount equal to $12.00

(Continued on page 821)

Employment and Unemployment, August

Employment was estimated at 6,957,000 in August, a figure 211,000 higher than that in August 1963. As usual, the change from July was small.

Unemployment declined by 18,000 between July and August. The decrease in unemployment was concentrated among teenagers, many of whom, as usual, left the labour market in significant numbers in August. Unemployment was 23,000 lower than in August 1963.

Unemployment in August represented 3.4 per cent of the labour force, compared with 3.7 per cent in July and 3.8 per cent in August 1963. Seasonally adjusted, the unemployment rate was 4.8 per cent, compared with 5.0 in July and 5.4 in August 1963.

The estimated labour force in August was 7,204,000, an increase of 188,000, or 2.7 per cent, over the estimate a year earlier.

Employment

Farm employment showed a slight decline between July and August, and the number employed in non-farm industries remained unchanged.

Compared with a year earlier, total employment was up 211,000, or 3.1 per cent. Non-farm employment increased by 271,000, or 4.5 per cent.

The largest gains were in service, manufacturing and trade. Construction employment was somewhat lower than a year earlier. In other non-farm industries, employment either showed little change or was higher than the year before. Farm employment in August was estimated at 714,000, down 60,000 from August 1963.

Employment was noticeably higher than a year ago in all regions except the Prairies, where it showed little change. Relative gains were particularly marked in the Atlantic region and in British Columbia.

Unemployment

Unemployment decreased by an estimated 18,000 between July and August. Of the 247,000 unemployed in August, 186,000 were men and 61,000 were women. Compared with a year earlier, unemployment was down 23,000.

Of the total unemployed, some 181,000 had been unemployed for three months or less. The remaining 66,000 had been seeking work for four months or more. This group accounted for a slightly smaller proportion of the total than a year ago.

The unemployment rate was lower than a year ago in all regions except thhe Prairies, where there was no change. Rates continued to vary between regions, however, ranging from 5.0 in Quebec to 1.9 in the Prairies.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	August 1964	August 1963	August 1964	August 1963	August 1964	August 1963	August 1964	August 1963
Metropolitan	—	—	5	5	7	7	—	—
Major Industrial	1	1	12	14	13	11	—	—
Major Agricultural	—	—	1	1	13	13	—	—
Minor	—	—	10	16	45	39	2	2
Total	1	1	28	36	78	70	2	2

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Halifax Quebec-Levis St. John's Vancouver-New Westminster Windsor	→CALGARY Edmonton Hamilton →MONTREAL Ottawa-Hull Toronto →WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Oshawa	Corner Brook Cornwall Farnham-Granby →JOLIETTE Lac St. Jean Niagara Peninsula Saint John Sarnia →SHAWINIGAN Sherbrooke Sydney-Sydney Mines Trois Rivieres	→BRANTFORD Fort William-Port Arthur Guelph Kingston Kitchener London →MONCTON New Glasgow Peterborough →ROUYN-VAL D'OR Sudbury Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford Mines Lac Megantic-Ville St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina →RIVIERE DU LOUP Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		Campbellton Drummondville Gaspe Kamloops Lindsay Newcastle Prince George-Quesnel Sorel Valleyfield Victoriaville	Bathurst →BEAUHARNOIS Belleville-Trenton Bracebridge Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin →DAWSON CREEK Drumheller Edmundston Fredericton Galt Goderich Grand Falls Kentville Lachute-Ste. Therese Medicine Hat →MONTMAGNY North Bay →OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince Rupert Quebec North Shore Rimouski →STE. AGATHE-ST. JEROME St. Hyacinthe →ST. JEAN →ST. STEPHEN St. Thomas Sault Ste. Marie →SIMCOE Continued in col. 4	→LISTOWEL →SWIFT CURRENT From col. 3 Stratford Summerside Trail-Nelson Truro Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 844.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	August 22	7,204	− 0.4	+ 2.7
Employed (000)	August 22	6,957	− 0.2	+ 3.1
Agriculture (000)	August 22	714	− 1.4	− 7.8
Non-agriculture (000)	August 22	6,243	0.0	+ 4.5
Paid workers (000)	August 22	5,760	+ 0.1	+ 4.0
At work 35 hours or more (000)	August 22	5,557	+ 2.9	+ 2.3
At work less than 35 hours (000)	August 22	694	+ 0.7	+10.7
Employed but not at work (000)	August 22	706	−19.6	+ 2.9
Unemployed (000)	August 22	247	− 6.8	− 8.5
Atlantic (000)	August 22	30	− 6.3	−14.3
Quebec (000)	August 22	100	− 2.0	− 7.4
Ontario (000)	August 22	68	− 9.3	− 5.6
Prairie (000)	August 22	23	−14.8	0.0
Pacific (000)	August 22	26	−10.4	−18.8
Without work and seeking work (000)	August 22	231	− 7.2	− 8.3
On temporary layoff up to 30 days (000)	August 22	16	0.0	−11.1
Industrial employment (1949=100)	June	133.0	+ 3.0	+ 4.2
Manufacturing employment (1949=100)	June	123.9	+ 2.1	+ 4.2
Immigration	1st 6 mos	51,323	—	+23.8
Destined to the labour force	1964	26,129	—	+22.3
Strikes and Lockouts				
Strikes and lockouts	August	68	− 5.6	+23.6
No. of workers involved	August	11,418	−37.2	− 1.6
Duration in man-days	August	108,200	−26.8	+47.5
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	June	$86.63	− 0.2	+ 3.5
Average hourly earnings (mfg.)	June	$ 2.02	0.0	+ 4.1
Average hours worked per week (mfg.)	June	41.2	− 0.5	+ 0.7
Average weekly wages (mfg.)	June	$83.21	− 0.4	+ 4.5
Consumer price index (1949=100)	August	136.1	− 0.1	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100)	June	146.4	− 1.0	+ 2.4
Total labour income $000,000.	June	1,991	+ 2.5	+ 8.0
Industrial Production				
Total (average 1949=100)	July	197.6	−10.2	+ 8.0
Manufacturing	July	174.4	−11.4	+ 6.7
Durables	July	177.6	−13.8	+ 7.5
Non-durables	July	171.6	− 9.3	+ 5.9
New Residential Construction (b)				
Starts	August	11,912	−16.0	+ 5.9
Completions	August	8,489	−10.3	− 2.3
Under construction	August	75,510	+ 4.7	+ 7.8

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Special Services Rehabilitation Unit J.V.S.

Established on experimental basis in 1962, Unit demonstrates possibility of preventing chronic dependency for many persons

The Special Services Rehabilitation Unit of the Jewish Vocational Service in Toronto, established on an experimental basis in February 1962 to test the feasibility of rehabilitating chronically dependent clients of health and welfare agencies, was undertaken on a continuing basis on January 1, 1963 with the assistance of a grant from the Laidlaw Foundation.

Throughout the year, the Unit improvised and tested new approaches for coping with special problems presented by the chronic client. Although still not firmly crystallized, the basic structure of the program is beginning to take shape and is demonstrating the possibility of preventing chronic dependency for a substantial number of persons.

The Unit consists of a workshop offering paid employment under controlled working conditions to selected clients. During the individual's stay in the program, a professionally-trained staff of vocational counsellors and psychologists assesses his basic work potential and, through counselling and manipulation of the work environment, prepares him for employment in the regular labour force or, as a secondary measure, in a sheltered workshop offering long-term paid employment.

Three basic criteria are observed in selecting clients for this service.

1. They must be chronically dependent upon health or welfare agencies or be regarded as potential chronic dependents.

2. They must be physically and mentally capable of coming to the workshop without assistance.

3. They must be eligible for rehabilitation services within the terms of the Rehabilitation Services Act of Ontario.

Characteristics of Clients

In general, the clients exhibit some of the abnormalities observed in clients entering the Jewish Vocational Rehabilitation Workshop, which is a quite separate program for convalescent mental patients. The disabilities of these clients are more pronounced, however, as they have existed for long periods and have become patterns of behaviour.

The most common characteristics are:

—Lack of a basic concept of the meaning of work in our society, little sense of responsibility, and indifference to accepted working requirements such as regular and punctual attendance;

—Productivity far below average;

—Resistance to changes in customary patterns of behaviour;

—Tendency to withdraw from the stress normally associated with daily living;

—Easily upset by work and psychological pressures.

With such clients, a modest rate of success must be expected. Nevertheless, 74 persons (55 male and 19 female) had been served by this experimental program by the end of 1963. More than 50 per cent of the group entered the competitive labour force and another 3 per cent undertook a vocational training program after receiving services of the SSRU.

Improving the Program

Experience has shown the importance of careful selection of clients for the program. Unless the Unit can develop ways to identify persons reasonably able to benefit from its program, it will dissipate its resources on "hopeless" cases. Therefore, a major emphasis of the program during the past year has been placed upon the selection of clients. As a means of improving selection procedures, clients were placed first in the Jewish Vocational Workshop for a three week or longer period of observation and assessment.

During 1963 a limited number of convalescent mental patients who had completed the 12-week term of assessment and work adjustment training in the Jewish Vocational Workshop but were not ready for referral to regular employment were admitted to the program. The SSRU proved to be of value, providing a few additional weeks of work conditioning in preparation for regular employment.

Experience in the program has shown that rushing clients through a treatment program is unwise and frequently sparks a setback in their rehabilitation. Nevertheless, of those served by the program fewer than 10 per cent received services for more than six months and only one continued beyond one year.

Department's Brief to Senate Committee

Department submits to Special Committee of the Senate on Aging a two-part brief that constitutes a concise analysis of the older worker problem today and in foreseeable future

On July 2, the Department of Labour submitted a brief on the social and economic problems of the older worker to the Special Committee of the Senate on Aging.

The document is in two parts, each of which complements the other. Together, they constitute a concise, statistical, economic and social analysis of the older worker problem as it is today and is likely to be in the foreseeable future.

Part I is a statistical and research analysis of the effects of aging on individuals in the labour market. Certain factors, it points out, operate in the employment market that make it increasingly difficult for people, as they grow older, to obtain work and earn an income. The possible magnitude of this problem in the foreseeable future is examined and action for dealing with it is suggested.

Part II attempts to describe some of the complexities of the older worker problem, its basic causes and its relationship to the problems of aging generally; and the efforts that have been made to create a more favourable employment market for older workers. In addition, this part outlines the possibilities inherent in the application of vocational rehabilitation principles and practices to older disabled workers.

Part I discusses, with the aid of tables and charts, some of the factors that appear to affect the competitiveness of male workers as they age. With the exception of the young (under 25), who are preparing themselves for work, the work force participation rate is high until age 55, when it drops some 10 percentage points, and after age 65, when there is a large drop due to retirements. In other words, men participate less in the labour force as they grow older.

Excepting those under 25 years of age, unemployment rates rise slightly with each age group in times of fairly full employment but when employment becomes less full, there is a sharp rise in the rate for the 55-64 age group. This suggests that to some extent workers in this older group are employable in good times, but expendable in bad times.

The statistical paper shows that younger workers undergo more short-term unemployment than older workers (45 and over), but older workers suffer more long-term unemployment (more than 6 months). It is obvious that older job seekers find it more difficult to get back into employment, and the longer they are unemployed, the less competitive they become.

The brief shows that men aged 45 and over constitute some 34 per cent of all male employment, with larger percentages in managerial occupations, personal services and agriculture. This suggests that where competition depends to a large extent on the individual's knowledge and judgment, aging can be a positive factor, for example, in the managerial group. In occupations where physical effort and/or speed are involved, however, age can be a negative factor.

It is pointed out in Part II that prolonged unemployment generally inflicts mental and physical hardships on the older worker, particularly when he has dependents. Too, without income he virtually ceases to be a producer or consumer on a normal scale and so, in proportion to his numbers, represents a loss to the economy. There is also the added cost of various forms of support during his non-productive period, which may be long in the absence of appropriate methods for re-establishing him in steady employment.

It is now becoming a generally accepted fact that of all the many problems of aging, maintenance of income is one of the most important: with adequate income at retirement, the other problems, social, psychological, welfare, health or housing, etc., tend to diminish—and the foundation for an adequate retirement income is steady employment for the 15 or 20 years preceding retirement.

The effects of this aspect of the over-all problem extend into many areas of human predicament, thus the ultimate solution must, inevitably, involve the co-operative efforts of numerous organizations, including governments at all levels, management and organized labour, social welfare agencies and educationists.

The presentation was made on behalf of the Labour Department by Dr. Gil Schonning, Assistant Director, Economics and Research Branch, and Ian Campbell, National Co-ordinator, Civilian Rehabilitation, and Chairman, Interdepartmental Committee on Older Workers.

Women's Bureau

The Visiting Homemaker

Occupation of Visiting Homemaker, who temporarily assumes a mother's household duties during emergency, is particularly suited to mature women entering or re-entering labour force

The Visiting Homemaker assumes a mother's household duties, temporarily, during an emergency such as the mother's illness. In some localities, Homemakers may also assist aged persons in the maintenance of a home when they have no other adult to rely on.

The occupation of Visiting Homemaker is particularly suited to the mature woman entering or re-entering the labour force. After performing essentially the same functions in her own home over a period of years, she may readily adapt her work methods to suit the needs of the home in which she temporarily finds herself. She will, in addition, have the advantage of guidance and training from the agency.

Homemaker services exist in approximately 55 communities in Canada; the Canadian Red Cross Society has been instrumental in setting up most of them. About 34 of the services are in Ontario, and the others are spread over six of the other provinces. Toronto, Ottawa and Hamilton now have independent agencies.

Duties of a Visiting Homemaker include: care of children; shopping for food, and planning and preparing nourishing meals; the preparation of special diets when required; light housekeeping duties (heavy or seasonal cleaning is excluded); light laundry, ironing and essential mending of clothing; personal care, including assistance in walking, climbing or descending stairs, getting into or out of bed, eating, dressing, bathing and other matters of personal hygiene; and simple bedside care, when required, under the direction of a physician or nurse. Homemakers' duties do not include nursing services.

A travelling supervisor is available at all times to offer advice in dealing with any problems that arise.

Qualifications required of a Homemaker are: an even temperament, personal warmth, honesty, practical knowledge in caring for children and a home, willingness to travel long distances to and from work when necessary, and the ability to understand training course instructions and write simple reports.

Regulations made under the Ontario Homemakers and Nurses Services Act (1958) specify that a Homemaker must have a yearly medical examination and be certified by a physician as being in good health and physically fit for her duties and that she must be of suitable age, health and personality to carry out the duties.

Courses of instruction may be provided for recently employed Homemakers; an example is the training given by the Visiting Homemakers Association of Toronto, which holds a two-week training course each June, for recent recruits. The trainees attend all-day sessions five days a week, and are paid during this period.

Talks and demonstrations are given by professionals on such subjects as: the organization and management of the home; the care and laundering of clothing; human development and behaviour; planning menus, budgeting and buying; the duties of public health nurse; home nursing; family relationships and the role of the Homemaker; and related community services.

Other subjects are mental illness, and understanding the mentally ill and the problems of handicapped children. Field trips are taken to community institutions and treatment centres. Food laboratories are provided that enable the trainees to take part in cooking demonstrations.

Working conditions across Canada vary with local conditions and the needs of the family in which the Homemaker is employed. A Committee on Standards of Employment for Visiting Homemakers has been established by the Canadian Welfare Council to set up desirable standards for the job of Homemaker, and to provide a goal for social agencies operating a Visiting Homemaker Service to aim at.

Although starting and quitting times vary, the recognized normal work day is one of nine hours; the normal work week, one of five days, from Monday to Friday. A 15-minute rest period should be provided morning and afternoon but, because children must be supervised during lunch, a lunch period free from duty should not be expected.

Under special circumstances, arrangements may be made with the agency to obtain weekend Homemaker service. Senior citizens, on the other hand, may need only part-time service, for example, two hours a day, three days per week. This may provide employment for qualified persons who are unable to accept full-time work.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During September, October and November, 1964

(except those under negotiation in August)

Company and Location	Union
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Chrysler Corp., Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont.	UE (Ind.)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Kimberly-Clark Pulp & Paper, Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs. (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs. (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
Provincial Transport, Que.	Railway, Transport & General Wkrs. (CLC)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)

Part II—Negotiations in Progress During August

(except those concluded in August)

Bargaining

Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (CLC)
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Canada Safeway, Loblaws, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C.	Butcher Workmen (AFL-CIO/CLC)
Canadair, Ville St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Continental Can, Chatham, Toronto, New Toronto, Ont., Edmonton, Alta. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) outside empl.)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
General Steel Wares & Easy Washing Machine, London, Toronto, Ont., & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs. (AFL-CIO/CLC)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
Montreal Transportation Commission, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
New Brunswick Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Towboat Owners' Assn., B.C.	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide	Teamsters (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered-local
Conciliation Officer	
Algoma Steel, Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
Aluminum Co. of Canada, Arvida & other centres, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Shawinigan, Que.	Metal Trades' Federation (CNTU)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	IUE (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO) (unlicensed personnel)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
Motor Transport Industrial Relations Bureau (car carriers), Ont. & Que.	Teamsters (Ind.)
Steel Co. of Canada (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Conciliation Board	
Air Canada	Machinists (AFL-CIO/CLC)
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper Nfld. Contractors' Assn., Nfld.	Carpenters (AFL-CIO/CLC)
Associated Clothing Mfrs, Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Coal Operators' Assn., Alta. & B.C.	Mine Wkrs. (Ind.)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (outside empl.)
Post-Conciliation Bargaining	
Cdn. General Electric, Cobourg & Oakville, Ont.	IUE (AFL-CIO/CLC)
Industrial Inquiry Commission	
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Arbitration	
Ottawa City, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Work Stoppage	
International Nickel, Thompson, Man.	Steelworkers (AFL-CIO/CLC)

Part III—Settlements Reached during August

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.—Service Empl. Federation (CNTU): 1-yr. agreement covering 550 empl.—wage increases of $4 a wk. retroactive to Oct. 14, 1963 and $4 a wk. eff. June 29, 1964 for male empl.; wage increases of $3 a wk. retroactive to Oct. 14, 1963 and $3 a wk. eff. June 29, 1964 and $3 a wk. eff. Jan. 1, 1965 for female empl.; broken shift premium of 65¢ a day; 2 wks. vacation after 2 yrs. of service (formerly after 3 yrs.), 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 12 yrs. of service (new provision); agreement to expire June 28, 1965.

Assn. Patronale du Commerce (Hardware Section), Quebec, Que.—Commerce & Office Empl. (CNTU): 2-yr. agreement covering 2,000 empl.—wage increases of $1.50 a wk. eff. May 1, 1964, $1.50 a wk. eff. Nov. 1, 1964, $1.50 a wk. eff. May 1, 1965 and $1.50 a wk. eff. Nov. 1, 1965; work wk. reduced from 45 to 42½ hrs. with maintenance of pay; work wk. to be 40 hrs. from June 15 to Sept. 15; 11 paid holidays (formerly 10); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); agreement to expire March 16, 1966.

B.C. Telephone, B.C.—B.C. Telephone Wkrs. (Ind.): 2-yr. agreement covering 4,700 empl. —wage increases of $1.25 a day retroactive to April 1, 1964 and $1.10 a day eff. April 1, 1965 for plant empl.; wage increases of 5% retroactive to April 1, 1964 and 5% eff. April 1, 1965 for traffic and clerical empl.; additional wage increases of 30¢ a day retroactive to April 1, 1964 and 20¢ a day eff. April 1, 1965 on top rates for tradesmen; 3 wks. vacation after 5 yrs. of service (formerly after 7 yrs.); agreement to expire March 31, 1966.

Burns & Co., Winnipeg, Man., Regina & Prince Albert, Sask., Calgary & Edmonton, Alta., & Vancouver, B.C.—Packinghouse Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 3,200 empl.—wage increases of 6¢ an hr. retroactive to April 1, 1964 and 5¢ an hr. eff. April 1, 1965; increment between labour grades to be increased to 4¢ from 3½¢; hrs. worked in excess of 13 hrs. a day to be paid at double time (formerly after 14 hrs.); Saturday and Sunday premium to be 75¢ an hr. (formerly 20¢ for Saturday and 30¢ for Sunday); 3 wks. vacation after 10 yrs. of service (at present after 12 yrs.) eff. April 1, 1965; employer to assume full cost of certain welfare arrangements including new major medical plan; agreement to expire March 31, 1966.

Burns & Co. (Eastern), Kitchener, Ont.—Packinghouse Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 550 emp.—wage increases of 6¢ an hr. eff. Aug. 1, 1964 and 5¢ an hr. eff. Aug. 1, 1965; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); agreement to expire Aug. 1, 1966.

Canada Packers, Charlottetown, P.E.I., Montreal & Hull, Que., Toronto & Peterborough, Ont., Winnipeg, Man., Edmonton, Alta, & Vancouver, B.C.—Packinghouse Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 6,000 empl.—wage increases of 6¢ an hr. retroactive to April 1, 1964 and 5¢ an hr. eff. April 1, 1965; increment between labour grades to be increased to 4¢ from 3½¢ eff. April 1, 1965; Saturday and Sunday premiums increased to 60¢ an hr. (formerly 20¢ for Saturday and 30¢ for Sunday) eff. Aug. 1, 1964 and to 75¢ an hr. eff. April 1, 1965; 3 wks. vacation after 10 yrs. of service (at present after 12 yrs.) eff. April 1, 1965; bereavement pay up to 3 days (formerly 2 days) eff. Aug. 1, 1964; life insurance increased to $5,000 from $4,000 eff. Aug. 1, 1964; employer to pay premiums for additional $1,000 and to continue paying 50% of $4,000 coverage; employer to pay full premiums for life insurance eff. April 1, 1965; contributory sick pay plan to provide 4 wks. after 6 mos. of service, 16 wks. after 18 mos. of service, 26 wks. after 5 yrs. of service, 34 wks. after 7 yrs. of service and 52 wks. after 10 yrs. of service; sick pay to be $50 a wk. for male empl. (formerly $45) and $40 a wk. for female empl. (formerly $36) during first 4 wks. and $55 a wk. for male empl. (formerly $50) and $44 a wk. (formerly $40) during fifth and subsequent wks.; employer to pay increase in Ontario hospital insurance premiums (standard ward) and 68% of increase in Manitoba hospital insurance premiums (standard ward) eff. Aug. 1, 1964 (employer paid 50% of premiums previously) and to pay 100% of hospital insurance premiums eff. April 1, 1965; new major medical plan introduced Aug. 1, 1964 for empl. participating in existing medical-surgical plan—maximum major medical benefit to be $5,000, and deductible amounts to be $25 per empl. and up to $75 per family per calendar yr.: employer to pay present premiums toward existing medical-surgical plan (previously contributory) for existing participants and toward major medical plan; contributions toward future increases in premiums to be negotiable; new arrangement for medical insurance not available to empl. covered by outside medical-surgical plans; empl. heretofore covered by outside plans, e.g., those covered as dependents of empl. of other firms, may join Canada Packers medical-surgical plan, provided they pay premiums (97¢ for single empl. and $3.11 for dependent coverage), and will be eligible to join new major medical plan on a non-contributory basis; agreement to expire March 31, 1966.

Canada Safeway, Dominion Stores, I.G.A., Loblaws & others, Vancouver, Victoria, New Westminster & other localities, B.C.—Retail Clerks (AFL-CIO/CLC): 3-yr. agreement covering 3,000 empl.—wage increases of 5¢ an hr. retroactive to April 20, 1964, 5¢ an hr. eff. Oct. 5, 1964, 5¢ an hr. eff. April 19, 1965, 5¢ an hr. eff. Jan. 3, 1966 and 5¢ an hr. effective Oct. 3, 1966 for full-time empl.; wage increases of 10¢ an hr. retroactive to April 20, 1964, 5¢ an hr. eff. Oct. 5, 1964, 5¢ an hr. eff. April 19, 1964, 10¢ an hr. eff. Jan. 3, 1966 and 5¢ an hr. eff. Oct. 3, 1966 for part-time empl.; rate for male clerk will be $80. a week after Oct. 3, 1966; agreement to expire April 18, 1967.

Cdn. British Aluminum, Baie Comeau, Que.—Metal Trades' Federation (CNTU): 3-yr. agreement covering 900 empl.—settlement pay of $60; wage increases of 3¢ an hr. eff. April 1, 1965 and 4¢ an hr. eff. April 1, 1966; work wk. to be 40 hrs. eff. Jan. 3, 1965 (at present 42 hrs.); 10 wks. vacation with 13 wks. pay every 5 yrs. (new provision); employer to contribute 2¢ an hr. toward accident and sickness insurance plan eff. Aug. 10, 1964; rate for labourer after April 1, 1966 will be $2.38 an hr.; agreement to expire May 1, 1967.

Cdn. Glove Mfrs. Assn., Montreal, Loretteville, Marieville, St. Raymond & St. Tite, Que.—Clothing Wkrs. Federation (CNTU): 3-agreement covering 1,180 empl.—wage increases of 2½% retroactive to March 1, 1964, 2½% eff. Aug. 1, 1964, 5% eff. Jan. 1, 1965 and 5¢ an hr. eff. Jan. 1, 1966; increases of 10% on base rates for apprentices; work wk. reduced from 44 to 40 hrs. with maintenance of pay; 2 wks. vacation with 4% of earnings after 1 yr. of service; 2 wks. vacation @ average wage rate or 5% of earnings, whichever is greater, after 5 yrs. of service (formerly after 10 yrs.) and 2 wks. vacation @ average wage rate or 6% of earnings, whichever is greater, after 10 yrs. of service (formerly after 15 yrs.); employer to contribute ½¢ an hr. to union education fund; rates for labourers will average $1.50 an hr. at Montreal and $1.40 an hr. at other centres after Jan. 1, 1966; agreement to expire Feb. 28, 1967.

Can. Wire & Cable, Leaside, Ont.—UE (Ind.): 3-yr. agreement covering 1,100 empl.—wage increases of 6¢ an hr. eff. Aug. 24, 1964, 6¢ an hr. eff. Aug. 23, 1965 and 5¢ an hr. eff. Aug. 23, 1966; additional wage increase of 4¢ an hr. for tradesmen eff. Aug. 24, 1964; 3 wks. vacation after 13 yrs. of service (formerly after 15 yrs.); 3 days bereavement leave (new provision); rate for labourer will be $2.09 an hr. after Aug. 23, 1966; agreement to expire Aug. 22, 1967.

Carling, Kiewel, Labatt's, Molson's, O'Keefe & Pelissier's Breweries, Winnipeg, Man.—Brewery Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—general wage increases of 2½% eff. June 1, 1964 and 3% eff. June 1, 1965; 4 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); afternoon shift premium to be 10¢ an hr. (formerly 8¢); company-paid life insurance of $5,000; company to assume full cost of hospital insurance for retired empl.; agreement to expire May 31, 1966.

Celgar Ltd., Watson Island, B.C.—Pulp & Paper Wkrs. of Canada (Ind.): 1-yr. agreement covering 540 empl.—general wage increase of 5%; additional adjustment for skilled mechanics; night shift premium increased to 15¢ an hr. (formerly 13¢); provision for a new accidental death and dismemberment plan, premiums to be paid by empl.; rate for labourer $2.29 an hr.; agreement to expire June 30, 1965.

Courtaulds Canada, Cornwall, Ont.—Textile Wkrs. Union (AFL-CIO/CLC): 22-mo. agreement covering 1,700 empl.—general wage increases of 8¢ an hr. eff. June 28, 1964, 6¢ an hr. eff. July 4, 1965 and 2¢ an hr. eff. Dec. 5, 1965; additional classification adjustments of 3¢ to 6¢ an hr.; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.); evening and night shift premiums increased to 4¢ an hr. and 7¢ an hr. respectively (formerly 3¢ and 4¢); employer to pay 50% of premiums of hospital insurance for retired empl.; rate for labourer will be $2.01 an hr. after Dec. 5, 1965; agreement to expire April 30, 1966.

Dominion Glass, Redcliff, Alta.—Glass & Ceramic Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 9¢ an hr. eff. June 16, 1964 and 4¢ an hr. eff. June 16, 1965; rate for labourer will be $1.87 an hr. after June 16, 1965; agreement to expire June 16, 1966.

Domtar Newsprint, Dolbeau, Que.—Bush Wkrs., Farmers' Union (Ind.): 2-yr. agreement covering 1,000 empl.—wage increases of 8% retroactive to April 1, 1964 and 2% eff. April 1, 1965; increases of 50¢ per cunit retroactive to April 1, 1964 and 30¢ per cuint eff. April 1, 1965 on piece rates; work wk. to be reduced from 54 to 50 hrs. with maintenance of pay eff. April 1, 1965; 1 paid holiday per mo. for day workers and 2 paid holidays per mo. for empl. such as stablemen and sluice gatemen eff. April 1, 1965 (new provision); night shift premium of 4¢ an hr. eff. April 1, 1964 (new provision); compensation for time required to reach job site and for use of private automobiles; night shift premium of 4¢ an hr.; vacation pay to be 3% of gross earnings (formerly 2½%) after 50 days of service and 4% after 4 consecutive seasons of service; rate for labourer will be $1.50 an hr. after April 1, 1965; agreement to expire March 31, 1966.

E. B. Eddy, Hull, Que.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC): 1-yr. agreement covering 1,730 empl.—general wage increase of 9¢ an hr. retroactive to May 1, 1964; additional wage increase of 1¢ an hr. on base rate; classification adjustments of 2¢ to 5¢ an hr.; evening and night shift premiums increased to 8¢ and 13¢ an hr. respectively (formerly 7¢ and 12¢); rate for labourer $2 an hr.; agreement to expire April 30, 1965.

Hospitals, Montreal, Cartierville, Hull, Joliette, Lachine, Valleyfield, Verdun, and other centres, Que.—Service Empl. Federation (CNTU): 2-yr. agreement covering approx. 15,000 empl.—general wage increases of $4 a wk. retroactive to Jan. 1, 1964 and $5 a wk. eff. Jan. 1, 1965; additional wage increase of $5 a wk. for all empl. with 10 or more yrs. of service; work wk. to be reduced from 40 to 37½ hrs. for empl. in nursing departments; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); 4 wks. vacation after 12 yrs. of service (new provision); sick leave credit increased from 90 to 120 days with the same maximum of 60 days paid; employers to contribute $5 a mo. per empl. toward a new medical insurance plan; provision for employment guarantee for empl. affected by changes in operations; rate for female cleaner will be $51 a wk. after Jan. 1, 1965; agreement to expire Dec. 31, 1965.

Hotel Dieu St. Vallier, Chicoutimi, Que.—Service Empl. Federation (CNTU): 1-yr. agreement covering 600 empl.—wage increases of $3 a wk. eff. July 1, 1964 and $4 a wk. eff. Jan. 1, 1965 for female empl.; wage increase of $5 a wk. eff. July 1, 1964 for male empl.; work wk. for office empl. reduced from 40 hrs. to 37½ hrs. with maintenance of pay eff. July 1, 1964; 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 12 yrs. of service (formerly after 20 yrs.); rate for orderly with 6 mos. service $71 a wk.; agreement to expire July 1, 1965.

Interior Forest Labour Relations Assn., southern B.C.—Woodworkers (AFL-CIO/CLC): 3-yr. agreement covering 4,000 empl.—wage increases of 10¢ an hr. eff. Sept. 1, 1964, 9¢ an hr. eff. June 1, 1965, 9¢ an hr. eff. March 1, 1966 and 9¢ an hr. eff. Dec. 1, 1966; additional wage increases of 10¢ an hr. eff. Sept. 1, 1964 and 10¢ an hr. eff. Sept. 1, 1965 for tradesmen;

(Continued on page 828)

TEAMWORK in INDUSTRY

A re-organized labour-management committee is working more effectively than ever in the dairy, one of the most modern in North America, opened recently at Burnaby, B.C., by the Fraser Valley Milk Producers' Association.

The move to the new $5 million plant meant that six autonomous committees in the Association's widely scattered plants and delivery depots had to be disbanded. In their place, a streamlined 24-man labour-management committee was formed to represent all milk and ice cream driver-salesmen.

Two Sections

The new committee consists of two sections, representing wholesale and retail drivers. They convene in separate meeting areas, but on the same night, so that the whole committee can be brought together when matters of mutual interest come up for discussion.

Interest in the committee extends beyond the 12 labour and 12 management members. Monthly meetings are open to anyone on the sales staff, and attendance is particularly good when guest speakers explain the operation of other departments of the company. For those who don't attend, minutes of committee meetings are posted. Employees who submit suggestions for committee consideration receive a written reply.

Although the new committee currently represents only the 350-man Dairyland sales force, both labour and management hope to form additional committees representing even more of the Association's 900 employees. Peter Wilson, business agent of Teamsters Local 464, which represents most of the Dairyland sales staff, says the committee "leads to better understanding and co-operation. We hope the idea will soon be extended to include plant staff."

Association General Manager L. A. Atkinson says that the labour-management committee "provides a means of communication leading to an atmosphere of understanding of mutual problems. The function of the committee seems to be well appreciated by both groups, judging by attendance at meetings."

The man who represents the Association in union contract negotiations, Assistant General Manager George Okulitch, is also a strong supporter of the committee. "It has made a significant contribution to labour-management understanding," he asserted. "I would like to see other committees established to extend this good work into production and other segments of the staff."

Pattern of Co-operation

Retiring Postmaster R. T. Cairney of Port Arthur, Ont., claims that Post Offices across the country "would be better off if they had active labour-management committees in operation." Interviewed prior to his recent retirement, Mr. Cairney declared that "the Port Arthur Post Office was one of the best I have ever worked in because the staff was extremely co-operative." He pointed out that the pattern of co-operation was set up through the Post Office's labour-management committee.

At the height of the Christmas rush last year, Mr. Cairney recalled, not one man stayed off work for any reason. He stated that Post Offices across the country are plagued with problems of absenteeism at Christmas, when employees are needed most.

CNR Employee Suggestions

Employee suggestions adopted by Canadian National Railways last year yielded the company $95,176 in tangible savings—the highest annual savings since the plan was instituted 15 years ago. D. S. Miville, Montreal, general supervisor of employee services and suggestions at CN, reported that the quality of the suggestions was very high when measured in economic return to the company.

"The advantage of any suggestion plan," he said, "is that it pulls the employee into the company's operations. In his own way, the employee involves himself with the running of the organization by suggesting ways his company can improve its methods and services. And no one is better equipped to offer suggestions on improving work methods than the employee who is doing the job."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during July.

The Board issued three certificates designating bargaining agents, ordered four representation votes and rejected one application for certification. During the month the Board received twenty-six applications for certification.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 91, General Truck Drivers Local 938, Transport Drivers, Warehousemen and Helpers Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of dockmen, drivers and mechanics employed by Taggart Service Limited, Ottawa, Ont. (L.G., June, p. 493) (see "Reasons for Judgment," below).

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of The St. Lawrence Seaway Authority employed on its Welland Ship Canal Twinning project. (L.G., Aug., p. 716). The Welland Canal Construction Council had intervened.

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of marine engineers employed by Berven Enterprises Ltd., Burnaby, B.C. (application received during month, see below).

Representation Votes Ordered

1. Seafarers' International Union of Canada, applicant, and Quebec Cartier Mining Company, Port Cartier, Que., respondent (L.G., July, p. 574). (Returning Officer: R. L. Fournier).

2. National Syndicate of Employees of the Montreal Harbour (CNTU), applicant, National Harbours Board, Montreal, Que., respondent (grain elevators) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot. L.G., July, p. 574). (Returning Officer: Miss M. P. Bigras).

3. National Syndicate of Employees of the Montreal Harbour (CNTU), applicant, National Harbours Board, Montreal, Que., respondent (general forces) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot. (L.G., July p. 574). (Returning Officer: Miss M. P. Bigras).

4. National Syndicate of Employees of the Montreal Harbour (CNTU), applicant, National Harbours Board, respondent (cold storage warehouse) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot. (L.G., July, p. 574). (Returning Officer: Miss M. P. Bigras).

Application for Certification Rejected

National Syndicate of Employees of Quebec Harbour (CNTU), applicant, and the National Harbours Board, Quebec, Que., respondent (general operations, maintenance and cold storage). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, the certified bargaining agent holding a collective agreement covering the employees affected, had intervened. The application was rejected for the reason that it was premature, having been made prior to the expiry of ten months of the term of the existing collective agreement. The Board found no special circumstances that would warrant its granting the applicant's request for consent, under Section 7(4) of the Act, to the making of the application before the expiry of the ten-month period.

Applications for Certification Received

1. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Sutcliffe Shipping Company Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

2. D. S. Scott Employee Association on behalf of a unit of employees of D. S. Scott Transport Limited, London, Ont. (Investigating Officer: S. Emmerson).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

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3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of marine engineers employed by Berven Enterprises Ltd., Burnaby, B.C. (Investigating Officer: G. H. Purvis) (see "Applications for Certification Granted" above).

4. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Verreault Navigation Incorporated, Les Méchins, Que. (Investigating Officer: R. L. Fournier).

5. Kearns Transport Employees Association on behalf of a unit of employees of Kearns Transport Limited, Regina, Sask. (Investigating Officer: C. Arthur Frey).

6. International Association of Machinists on behalf of a unit of employees of Air Canada employed in its printing bureau in Montreal, Que. (Investigating Officer: Miss M. P. Bigras).

7. Federation of Telephone Workers of British Columbia on behalf of a unit of engineering assistants employed by the British Columbia Telephone Company, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

8. Professional Transport Workers Union of Canada on behalf of a unit of employees in Alberta, Saskatchewan, and British Columbia employed by H. M. Trimble & Sons Ltd., Calgary, Alta. (Investigating Officer: G. H. Purvis).

9. Western District Diamond Drillers' Union, Local 1005, I.U.M.M. & S.W. (Canada), on behalf of a unit of employees in the Yukon Territory employed by Canadian Longyear Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

10. Canadian Union of Public Employees on behalf of a unit of employees of the Lakehead Harbour Commissioners, Port Arthur, Ont. (Investigating Officer: C. Arthur Frey).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

11. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Norlake Steamships Co. Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

12. International Association of Machinists, Lodge 767, on behalf of a unit of employees in the Mechanical Department—Heating Plant of the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (Investigating Officer: R. L. Fournier).

13. International Association of Machinists, Lodge 767, on behalf of a unit of Tool Crib Attendants employed by the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (Investigating Officer: R. L. Fournier).

14. District 50, United Mine Workers of America on behalf of a unit of licensed personnel employed by La Compagnie de Navigation du Golfe, Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

15. District 50, United Mine Workers of America on behalf of a unit of unlicensed personnel employed by La Compagnie de Navigation du Golfe, Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

16. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 352, on behalf of a unit of Longshoremen employed by the Quebec North Shore Paper Co., Baie Comeau, Que. (Investigating Officer: R. L. Fournier).

17. District 50, United Mine Workers of America on behalf of a unit of licensed personnel employed by Polaris Shipping Ltd., Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

18. District 50, United Mine Workers of America on behalf of a unit of unlicensed personnel employed by Polaris Shipping Ltd., Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

19. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by North Shipping Transportation, Ste-Foy, Que. (Investigating Officer: R. L. Fournier).

20. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Polaris Shipping Limited, Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

21. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Scott Misener Steamships Limited, Port Colborne, Ont. (Investigating Officer: M. Horenblas).

22. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Orleans Navigation Ltee., St. Laurent, Ile D'Orleans, Que. (Investigating Officer: R. L. Fournier).

23. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by North Shore Shipping Lines Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

24. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by North Shipping Lines Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

25. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by North Shipping & Transportation Ltd., Ste-Foy, Que. (Investigating Officer: Miss M. P. Bigras).

26. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by North Shipping & Transportation Ltd., Ste-Foy, Que. (Investigating Officer: Miss M. P. Bigras).

"Within Shakespeare's lifetime Stratford attained its majority as a self-governing borough, sufficient to itself, . . .

"Within the town this was a time of increasing activity and efficiency in organizing trades and crafts—to control conditions of apprenticeship and uphold standards of craftsmanship, and better to carry weaker members and provide for the poor. The aim was to bring all the working members of a craft into some company or other—first the bakers: baking was under the direct control of the corporation, no baker could own more than one bakehouse, for obvious reasons. Then in rapid succession in the 1570's followed the smiths, next the weavers, whose early ordinances still survive, then the masons, joiners, carpenters and the trades involved in building formed one company. In 1578 the shoemakers and saddlers came together, in 1581 the drapers; in 1604 there was a merger to form the biggest company, mercers, grocers, drapers and hatters. In 1606 there followed the glovers and whittawers, that is those who worked the softer, white skins in contrast to tanners. The glovers reached their heyday in Shakespeare's lifetime; there were seven or eight of them, some of them to the fore on the corporation, his father notably."

—*William Shakespeare, by* A. L. Rowse.

90164—3½

Reasons for Judgment

in application for certification affecting

Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, and General Truck Drivers, Local 938 and Transport Drivers, Warehousemen, Helpers, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America — *Applicants*

and

Taggart Service Limited, Ottawa — *Respondent*

The Applicants, which are three trade union locals in the Province of Ontario and Quebec chartered by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, apply to be jointly certified as bargaining agent of a bargaining unit consisting of all employees of the Respondent save and except foremen, dispatchers, and those above the rank of foremen and dispatchers, office staff, freight solicitors and part-time employees. In terms of the classifications of employees appearing on the payrolls of the Respondent, the classifications of employees whom the Applicants desire to represent are drivers, dockmen, truck washers, mechanics, helpers, maintenance men, checkers, and shunters.

The Respondent carries on an interprovincial truck transportation business for highway transportation of general cargo with freight terminals at Montreal, Que. and Kingston, Ottawa, Pembroke, Perth, Renfrew, Toronto, Brockville and Hawkesbury in the Province of Ontario.

A joint application by union locals 106 and 938 of the same international union for certification of a similar unit of employees of the Respondent was made to this Board in 1959 and rejected following a vote of the employees orderd by this Board. A further joint application by union locals 91, 106 and 938 of the said international union for a similar unit of employees of the Respondent was made to this Board in 1962 and rejected following a vote of the employees ordered by this Board.

Subsequent to this last rejection, an application for certification of a similar unit of employees of the Respondent was made to the Board in 1962 by an independent employees association, Taggart Employees Association, and rejected in December 1962 for the reason that the Association had failed to establish to the satisfaction of the Board that any of the employees affected were members in good standing in accordance with the Board's Rules of Procedure.

Thereafter, the Respondent entered into a collective agreement with the said Association bearing date of March 1, 1963, for a term of three years ending February 28, 1966, thus recognizing the Taggart Employees Association as the bargaining agent for a similar unit of employees of the Respondent. The agreement included a union security provision.

Notwithstanding this agreement the Taggart Employees Association did not intervene to contest the present application, having advised the Board through a letter signed by its President and its Vice-President, that the Association did not desire to do so.

A hearing was held by the Board on the present application on April 29, 1964. The Board found, upon the report of its investigating officers following their investigation of the payroll records of the Respondent and the union membership records of the Applicants, that at the time of the application there were 233 employees in the unit of employees which the Board found to be appropriate, and that 133 of these employees were members in good standing of the Applicants. There was no record of withdrawals from membership having been received by the Applicants subsequent thereto.

At the April hearing, the Board had before it statements purporting to have been signed in or around the last week of March 1964 by 19 employees at Kingston terminals stating that these members of the Taggart Employees Association desired to maintain the Association as bargaining agent; by 9 employees at Pembroke terminal, members of the Association, expressing opposition

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The Board consisted of A. H. Brown, Chairman, and A. H. Balch, E. R. Complin, A. J. Hills and A. C. Ross, members.

The Judgment of the Board was delivered by the Chairman.

to the application; by 8 employees at Perth terminal expressing opposition to the application and their desire to have the Association continue to represent them; and by 57 employees at the Ottawa terminal opposing the application; also telegrams addressed to the former solicitor for the Association, and transmitted by him to the Board, from one Gauthier as president of the Montreal branch of the Association stating that the Montreal branch will wait for a vote from the Board on the union, and one purporting to be sent by one McMahon on behalf of the Toronto branch of the Association expressing opposition to the application.

At the hearing, oral evidence was given by one Bradley, shop steward of the Association at Montreal, to the effect that the Montreal branch members of the Associatoin wanted a vote; Publow, a driver from the Perth branch expressing a desire for a vote; Harris, president of the Kingston branch of the Association, expressing the desire on behalf of the members of this branch of the Association for a vote; and from three employees, Rostad, Tapp and Earl, of the Ottawa terminal who stated they were responsible for the organization of the aforementioned petition of the employees at the Ottawa terminal.

There was evidence that a meeting had been held by Terris, the assistant general manager of the Respondent, with Tapp, Rostad and Earl on the Monday before the hearing. However, Terris testified that this meeting was on the sole initiative of the employees to ask for advice as to their course of action, in view of the lack of action of the President of the Association to oppose the application. Terris testified that he had told the employees he could give them no advice other than to get hold of a lawyer. Tapp denied any participation by the Respondent in connection with the petition. Terris denied categorically any action taken on behalf of the Respondent to arrange or encourage the attendance at the hearing of any of the employees who attended and gave evidence.

In the circumstances and in the light of this evidence, the Board ordered a vote of the employees in the unit found appropriate for collective bargaining, with the names only of the Applicants on the ballot. The result of this vote which was held on May 15, 1964, was as follows:

Number of eligible voters	234
Number of votes cast	232
Number of votes for applicants	113
Number of votes against applicants	116
Spoiled ballots	3

On May 14, the Chief Executive Officer of the Board received a telegram from the President of the Montreal Local Union 106, one of the Applicants, protesting the propaganda used by the Respondent against the Union and alleging that the Respondent was holding meetings with employees for the Association contrary to section 4 (1) of the Act (meaning the Industrial Relations and Disputes Investigation Act).

On May 20, the day after the counting of the ballots cast at the election of May 15, the Board received an application from the Applicants for a further hearing reading as follows:

1. The Applicant requests a hearing of the Canada Labour Relations Board with respect to the action to be taken arising out of a vote held on the direction of the Board on May 15th with respect to certification of the Applicant as bargaining agent for the employees of the Respondent.

2. The applicant proposes to adduce evidence to show that the employer has been guilty of unfair labour practices under Section 4 of The Industrial Relations and Disputes Act and has intimidated and threatened the employees and has thereby nullified the effect of the vote as aforesaid.

3. In particular, the Applicant alleges that the employer has intimidated the employees as follows:

(a) On Thursday, May 14th, The Respondent held a meeting of its city drivers (Ottawa) on company premises, at which company spokesmen advised employees that if the union came in, the company would reduce hours to twenty-five hours a week. Threats were also made with respect to those company employees who had agreed to act as scrutineers for the union.

(b) At the Toronto Terminal, the company held a meeting of employees on company premises on the evening of the election, Thursday, May 14th, and threatened to reduce hours and vary pensions if the union should be successful in the election.

(c) At the Montreal Terminal, the company called a meeting of company employees on the evening of Wednesday, May 13th, and advised the employees that if the union was successful, no Montreal employees would be used as highway drivers and that hours of work and pay would be reduced.

(d) At the Montreal Terminal, on May 13th and 14th, company officials called employees into the company offices, privately and separately and individually threatened them with reprisals in the event the union was successful.

(e) Three senior company officials watched and beset a union meeting held at St. Anne's Hall in the City of Ottawa on May 10th with a view to intimidating company employees attending such meeting.

4. As a result of the above and other acts of the Respondent company, a number of employees were so intimidated that they were unable to exercise a free choice at the election conducted by the Board.

5. The Applicant therefore requests that these irregularities should be taken into account by the Board in making its decision pursuant to Section 9 of The Industrial Relations and Disputes Act, and that the Board

should certify the Applicant Union as a bargaining agent of the employees of the Respondent.

6. The Applicant requests that an early hearing be fixed and is prepared to adduce oral evidence in support of the allegations aforesaid.

Upon this application a hearing was held by the Board on June 5, 1964 to hear the parties with respect to these allegations.

The evidence adduced at the hearing disclosed that the senior management personnel of the Respondent had arranged and called meetings of the Respondent's employees in the bargaining unit at each of its local terminals, at Montreal, Ottawa and Toronto as employees came off shift on the evenings of May 13 and 14, 1964. The employees coming off shift were told by management as they came off shift to attend the meeting, and in most cases did not punch out until after the meeting. The great majority of those attending on coming off shift were paid for the meeting time.

The Ottawa terminal meeting held on the evening of May 14 was called by the local foreman on instructions of Terris, assistant general manager of the Respondent, and attended by 25 to 30 employees. A meeting was also held of Ottawa terminal employees coming off the shift at midnight.

The Toronto terminal meetings were held at 7 p.m., 9 p.m. and around midnight on May 14, Perkins, the President and General Manager of the Respondent, attended and spoke to the employees at all three meetings. Place, the local manager, also attended. The President of the Toronto branch of the Taggart Employees Association was associated with the management of the Respondent in the convening of these meetings and in arranging for the attendance of the employees at the meetings. Some 38 employees out of 42 or 43 in the bargaining unit at Toronto attended.

The Montreal terminal meeting, called and arranged by the management of the Respondent, was held on the evening of May 13. Some 40 employees out of 50 working out of the Montreal terminal attended. Perkins attended to speak to the employees as President and owner of the Respondent company. The local branch manager, Meeks, and the local operations manager, Bagnato, were also in attendance.

Perkins opened his meetings in Toronto by explaining that he had been asked to intervene by local members of the Taggart Employees Association who were dissatisfied with the failure of the President and Vice President of the Association to intervene in the Teamsters' application, that he was there to answer questions, not to tell the employees how to vote—they were capable of making up their own minds.

Following this initial statement, the questions put to, and replies given by Perkins followed the same pattern at all the meetings. In summary, after explaining the welfare and retirement benefits enjoyed by the employees under the existing agreement with the Taggart Employees Association, the employees were told by Perkins that these would be terminated if the Teamsters came in.

Perkins explained that the Association contract did not provide for overtime rates of pay, that the company could not afford to pay overtime rates of pay and if the Teamsters came in the company would have to cut down on their hours of work below the 48-hour level and would have to hire more help to do so. The company would also have to consider piggyback operations.

Perkins said he had had for some months a contract in his office from both railways asking the company to use piggyback, and he was sure that all he would have to do to put this into effect would be to call either railroad—the Teamsters had not been able to prevent many other companies from using piggyback—up to this time the company had resisted piggyback.

Revere, an employee working out of the Toronto terminal who attended one of the Toronto meetings, a witness called by the Applicants, on cross-examination as to Perkins' remarks on piggyback, testified as follows: "The way I understood it, the way Mr. Perkins said, I only have to make two phone calls and I am sure we can arrange to have piggyback from here". Revere said this would not affect him personally (presumably because he is a city driver), but would mean that the highway drivers would be affected.

In reference to this meeting and in answer to questions from a member of this Board, Revere's further testimony was:

Q. When you left there, what kind of an impression did it leave on your mind?

A. I said to myself, Well if I lose I will be without a job one way or the other.

Q. So there definitely was an impression left on your mind afterward that it would not be very good for you if you join the union?

A. That is correct.

The Montreal meeting followed the same strategic pattern in questions and answers.

Terris, the assistant general manager, handled the Ottawa meeting of May 14 in manner and tactics similar to those followed by Perkins at the Toronto and Montreal meetings. Questions and answers were similar in their general character.

Pepin, a witness called by the Applicants who works out of the Montreal terminal of the Respondent and who had attended the Montreal meeting of May 13, testified that he was called into the office of Meeks, the Montreal manager, on the afternoon of May 14. He said Meeks told him he had heard he was a union man.

Pepin said he told Meeks that he was a union man before he had been suspended by the Respondent in April last, but since he was hired back by the Respondent he was one hundred per cent Association. He said Meeks told him he would be working less than he was now, because all straight loads would be shipped piggyback. This was not denied by Meeks in his evidence. Meeks said in his evidence concerning this interview "It had been pointed out to me that morning I saw Pepin that he was one of the leaders of the union movement in so far as highway drivers were concerned. I asked him into my office to ask him whether or not that was true."

Bryant, a driver at the Montreal terminal, who had attended the meeting on May 13 and was called as a witness by the Applicants, testified that Bagnato, the Montreal operations manager of the Respondent, called him into his office on May 14 and in the course of the discussion told him that he (Bagnato) came on behalf of the Association and wanted to make sure that "if we joined the union or if we didn't we would understand both sides of the story," and that the Association was good "because we have the savings fund and nobody pushes you to run you to do your work," and asked him, "Can we depend on you?" to which Bryant said he answered "Yes". Bryant testified that there was another employee in with Bagnato before him, and he himself was told as he left to send another employee in to see Bagnato. Bagnato denied interviewing any other employee except one Gauthier. Meeks on cross-examination said Bagnato may have talked to a few employees about their position with the Association and the Union immediately prior to the election, but how many he did not know.

G. Gauthier, a driver at the Montreal terminal, testified that he was called when he came off shift on May 14 to see Bagnato and "was more or less blamed for starting all this." He said he denied this. He said he then went in to see Meeks and told him that Bagnato had blamed him for starting the union, which he didn't. He said Meeks told him "We didn't think you had, but we heard it from other branches". Meeks corroborated this conversation in his testimony, but denied any threats against Gauthier. He said ". . . we knew that Gauthier was one of the leading lights of the union movement in its Montreal branch."

Subsection (1) of Section 3 of the Industrial Relations and Disputes Investigation Act provides "(1) Every employee has the right to be a member of a trade union and to participate in the activities thereof."

Subsections (1) and (4) of Section 4 of the Act provide:

> (1) Subject to subsection (2), no employer or employers' organization, and no person acting on behalf of an employer or employers' organization, shall participate in or interfere with the formation or administration of a trade union, or continue financial or other support to it.
>
> (4) No employer and no person acting on behalf of an employer shall seek by intimidation, by threat of dismissal, or by any other kind of threat, or by the imposition of a pecuniary or other penalty, or by any other means to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union and no other person shall seek by intimidation or coercion to compel an employee to become or refrain from becoming or to cease to be a member of a trade union.

These provisions of Section 4 are designed to give force and effect to the principle of employees' rights of freedom of association and participation in trade union activities.

Applying this principle, it is clearly evident that employees are entitled to choose or reject a bargaining agent free from intimidation or compulsion by an employer or any one else of the nature set forth in Section 4 of the Act.

It is the responsibility of the Board, in the consideration of any application made to it involving a determination of the wishes of the employees as to the choice of a bargaining agent to represent them, to be satisfied that the employees have made their own choice and that their choice has not been frustrated by acts of the employer or his representatives, or by any other person (including by definition a trade union) of the nature prohibited by Section 4 of the Act.

An employer may express his views and give facts, in appropriate manner and circumstances, on the issues involved in representation proceedings, in so far as these directly affect him, and he has the right to make appropriate reply to propaganda directed against him in relation thereto.

However, he should bear in mind in so doing the force and weight which such expressions of views may have upon the minds of his employees and which derive from the nature and extent of his authority as employer over his employees with respect to their wages, working conditions and continuity of employment. He should take care

that such expressions of views do not constitute, and may not be reasonably construed by his employees to be an attempt by means of intimidation, threats, or other means of coercion to interfere with their freedom to join a trade union of their choice or to otherwise select a bargaining agent of their own choice.

The actions of the Respondent in the period immediately preceding the taking of the vote on May 15, 1964, in the timing of the meetings of management representatives with employees, in the methods by which the attendances of employees at such meetings were secured, and in this context, the statements made by management representatives at their meetings with respect to prospective loss of employment, earnings and benefits in event of the selection of the Applicants as bargaining agent, and the selective interviews by management with individual employees concerning their trade union affiliation and trade union sympathies, constituted in the aggregate an improper attempt on the part of the Respondent to influence its employees by intimidation and threats against the selection of the Applicants as their bargaining agent.

While it is not possible to weigh precisely the full extent to which these actions of the Respondent did contribute to the result of the vote, the Board is of opinion that the result of the vote should not be accepted by the Board in the circumstances as representing the true wishes of the majority of employees in the unit as to the selection of the Applicants as their bargaining agent.

Subsection (2) of Section 9 of the Act provides:

> (2) When, pursuant to an application for certification under this Act by a trade union, the Board has determined that a unit of employees is appropriate for collective bargaining
>
> (a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union, or
>
> (b) if, as a result of a vote of the employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf,
>
> the Board may certify the trade union as the bargaining agent of the employees in the unit.

The decision made by the Board in April last to order a vote on the application for certification prior to making a final decision on the application, was made taking into consideration the requests for a vote apparently emanating freely and spontaneously from a substantial number of employees, members of the Taggart Employees Association, who were in apparent dissatisfaction with the decision of the President and Vice President of the Association not to intervene on behalf of the Association to contest the application.

The Board took into consideration also the categorical denial by the Respondent's management representatives at the hearing of any identification by the Respondent with the employee requests for a vote or of any encouragement or support having been given by the management of the Respondent to the formulation of such requests or to facilitate the presence at the hearing of the employees in the proposed bargaining unit who attended and gave evidence thereat.

However, the evidence given at the June hearing on the application revealed not only the nature of the pressures which the Respondent had been prepared to exert, and did exert by way of intimidation and threats, to influence the employees to defeat the application for certification, but also the close inter-relationship and integration of effort which has existed between the local representatives of the Taggart Association and the management of the Respondent to this end.

The facts so brought to light thus serve to discount in retrospect the evidence given at the April hearing to which reference has been made above, and the weight which should be given to it by the Board concerning the true wishes of the employees.

In the light of all the evidence, the Board having found that a majority, constituting 57 per cent, of employees in the bargaining unit which the Board has found appropriate are members in good standing of the Applicants, now decides under the authority of paragraph (a) of subsection (2) of Section 9 of the Act, that the Applicants shall be certified as bargaining agent for the said unit of employees consisting of all employees of Taggart Service Limited, classified as driver, dockman, truck washer, mechanic, helper, maintenance man, checker, and shunter; excluding branch managers, operations managers, highway dispatcher, dispatchers, dock foreman, night dock foreman, night foremen, garage foreman, parts clerk, safety supervisor, office employees, sales representatives, and part-time employees.

An order for certification will issue accordingly.

(*Sgd.*) A. H. Brown,
Chairman.

John P. Nelligan
I. J. Thomson — *For the Applicants.*
Jacques Lafrance

A. T. Hewitt, Q.C.
J. Perkins — *For the Respondent.*
H. I. Terris

Dated at Ottawa, July 23, 1964.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Quebecair, Inc., Rimouski, Que., and International Association of Machinists (hostesses, flight agents, and employees in the maintenance, traffic and operations departments) (Conciliation Officer: C. E. Poirier).

2. Tourist Services Ltd., Whitehorse, Y.T., and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

3. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: T. B. McRae).

4. Canadian Marconi Company, Montreal, Que., and Marconi Salaried Employees' Association (special services division, field service group) (Conciliation Officer: C. E. Poirier).

5. Eastern Canada Stevedoring (1963) Ltd. and Local 5197 of the United Steelworkers of America, Sept Iles, Que. (Conciliation Officer: C. E. Poirier).

6. Air Canada, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (Conciliation Officer: C. E. Poirier).

7. British Columbia Telephone Company (Plant Division), Vancouver, and Federation of Telephone Workers of British Columbia (Conciliation Officer: D. S. Tysoe).

8. Leamington Transport (Western) Limited, Leamington, Ont., and Locals 880, 141 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

9. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: J. S. Gunn).

10. Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: J. S. Gunn).

Settlements by Conciliation Officers

1. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe) (L.G., Aug., p. 717).

2. Radio Laurentides Inc., Saint-Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 717).

3. Clarke Steamship Company Limited, Terminus Maritime Inc. and United Steelworkers of America, Local 5197 (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 717).

4. Colonial Broadcasting Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies) (L.G., Aug., p. 717).

5. Canadian Pacific Railway Company (dining car service employees) and Brotherhood of Railroad Trainmen (Conciliation Officer: T. B. McRae) (L.G., July, p. 575).

6. Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild, Inc. (Conciliation Officer: H. H. Pettigrove) (L.G. July, p. 575) .

Conciliation Board Appointed

Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, p. 495).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between North-American Elevators Limited and Syndicat Catholique et National des Debardeurs de Sorel Inc. (L.G., Aug., p. 717) was fully constituted in July with the appointment of His Honour Judge Jules Poisson of Montreal as Chairman. Judge Poisson was appointed by the Minister on the joint recommendation of the other two members of the Board, Jean-F. Girouard of Three Rivers, Que., and Jean-Robert Ouellet of Montreal, who were previously appointed on the nomination of the company and union, respectively.

Settlement after Board Procedure

Negotiating Committee representing the Associated Non-Operating Railway Unions, and the Canadian National Railways; Canadian Pacific Railway Company; Toronto,

Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway Company; The Midland Railway Company of Manitoba, and The Cumberland Railway Company (Sydney and Louisburg Division) (L.G., July, p. 576).

Strike Action after Board·Procedure

Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Aug., p. 718). Stoppage of work occurred July 14.

Settlement after Strike Action

Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 718). Stoppage of work occurred June 15 and work resumed on July 20.

First Report of U.K. Manpower Research Unit

Between 1963 and 1968 the working population of the United Kingdom will be increasing more slowly than in recent years, while continued growth of employment is expected in both the manufacturing and services sectors, offset to some extent by a continued net decline in the rest of the economy. Total manpower resources are likely, therefore, to be no more than adequate during the period.

In the following five years up to 1973 the growth of the working population is expected to slow down very substantially, and the strain on manpower resources may be even more serious.

These are the main conclusions of the first report of the Ministry of Labour's Manpower Research Unit entitled "Manpower Studies No. 1—The Pattern of the Future."

The report is essentially a study of total manpower resources at the national level and their future distribution, the aim being to give a broad assessment of the main trends in employment. Later reports will deal with occupational trends in selected industries and with the effects of computers on office employment (see the *Labour Gazette* for August, page 645, for a report on the impact and implications of office automation in Canada).

The British report contains forecasts of future employment trends in the different groups of industries and the distribution of manpower between broad sectors of the economy.

The services sector will show the strongest growth in both the short and long range forecasts. The manufacturing industries are expected to suffer a slight slackening in the over-all rate of growth of the numbers employed up to 1968, but the long-term picture is much less clear.

The rest of the economy, comprising agriculture, mining, and the public utilities, is expected to show a decline in the numbers employed. Construction is the single exception.

The report points out that, as total manpower resources will be more than adequate to meet the needs of an expanding economy during the next five years, the efficient and flexible use of manpower will continue to be of the greatest importance.

Employment opportunities for women may expand slightly more quickly than those for men, and the number of single women and girls available for employment is expected to decline. Employers will therefore need increasingly to adopt measures to facilitate the employment of married women.

In the longer term the development of automation and other forms of advanced technology will assume increasing importance and will to some extent be stimulated by the labour shortage.

Legal Decisions Affecting Labour

Alberta Supreme Court rules that parties have complete freedom of choice in appointing representatives to arbitration board. B.C. court rules arbitrator can't make amended award

In Alberta, the Supreme Court (in Chambers), dealing with a special case stated for the opinion of the Court, distinguished between the rules and usages governing labour-management arbitration and those governing commercial arbitration. It held that in labour arbitration a complete freedom of choice is recognized in the appointment of the two members representing the parties on the arbitration board. Consequently, the Court rejected the argument of bias or prejudice on the part of an arbitrator selected by the company.

In British Columbia, the Supreme Court (in Chambers) ruled that when an arbitrator has reached his decision, committed it to writing, signed it and indicated that it may be communicated to the parties, the award has been made and a subsequent award has to be set aside because, by then, the arbitrator had become *functus officio* (had discharged his responsibility).

Alberta Supreme Court . . .

. . . upholds complete freedom in appointing firm's representative to arbitration board

On March 16, 1964, Mr. Justice Riley of the Alberta Supreme Court (in Chambers), in a special case stated for the opinion of the court on a question of law arising during the hearing by three arbitrators of a dispute between Gainers Ltd. and Local 319, United Packinghouse Workers of America, held that, in labour matters, a complete freedom of choice is recognized in the appointment of the two representatives of the parties concerned. Consequently, the argument of bias or prejudice on the part of an arbitrator selected by the company could not be accepted.

The arbitrators were appointed under a collective agreement between the company and the union. The special case stated under Section 14 of the Arbitration Act for the opinion of the court resulted from the following situation.

The nominee of the company on a three-man arbitration board was the son of the company's solicitor and counsel for the company in the arbitration proceedings. Father and son were members of the same legal firm.

The question before the court was whether this relationship disqualified the son as a matter of law from sitting as an arbitrator. This led to a question whether the law of what might be called "commercial arbitration" applies to labour arbitration or whether labour arbitration falls in a special category.

Counsel for the union, relying on several cases, argued that the arbitration board was acting in a judicial capacity, as it was called upon to make a decision to determine the effect, rights and liabilities of other parties. Further, a reference was made to the text book *Labour Arbitration in Canada* by A. W. R. Carrothers, published in 1961, where the author distinguished "conciliation" from "arbitration" and pointed out that, in conciliation, the function is to endeavour to bring about agreement between the parties, whereas in arbitration, the board is required by law to function in a judicial way.

Further, counsel for the union pointed out that the courts have taken the view that labour arbitrations arising under collective agreements involve a judicial function, as is indicated by judicial decisions that have applied to labour arbitrators under collective agreements the standards of conduct required of persons acting judicially.

Also, it was argued that an examination of the wording of the collective agreement in question and of the provisions of the Arbitration Act indicates that the terms of the collective agreement referring grievances to arbitration amounted to a "submission" within the meaning of the Arbitration Act, and would bring into operation the body of law that has been built up in connection with arbitrations under the Arbitration Act.

Finally, counsel for the union quoted the following statement by Mr. Justice Rand of the Supreme Court of Canada in *Re Arbitration Act; Szilard v. Szasz* (1955)

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

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SCR 3, which was a case concerning arbitration under a commercial contract, rather than a collective agreement:

> From its inception arbitration has been held to be of the nature of judicial determination and to entail incidents appropriate to that fact. The arbitrators are to exercise their function not as the advocates of the parties nominating them, and *a fortiori* of one party when they are agreed upon by all, but with as free, independent and impartial minds as the circumstances permit. In particular they must be untrammelled by such influences as to a fair minded person would raise a reasonable doubt of that impersonal attitude which each party is entitled to.

Counsel for the company admitted that if the principles of law relating to arbitration generally were applied to the arbitration proceedings in the case at bar, then the appointment of the company representative was wrong. He argued, however, that the rules applicable to commercial arbitration did not apply to labour arbitration.

Mr. Justice Riley rejected the argument of the union on the following grounds.

The word "arbitration" is simply descriptive. People can agree upon many other kinds of arbitration completely different from the specific commercial arbitration. Arbitration of any kind is a creature of contract. A collective agreement may use words that are peculiar to the vocabulary of industrial relations and words that are inexact. The words "arbitration" and "submission" are in that category. The words may be inexact in law and must be interpreted in the sense in which unions and companies understand them, namely, in the sense of industrial arbitration.

It might well be argued that the grievance in issue (which presumably dealt with unjustified dismissal of an employee) was not the kind of a dispute intended to be covered at all by the Arbitration Act and that such Act was intended to apply to commercial arbitrations only.

Further, Mr. Justice Riley stated that in labour matters a complete freedom of choice is recognized in the appointment of the two representative members. There is no restriction on their freedom of choice. The words "submitting the grievance" (as used in the collective agreement) are not to be taken as meaning a submission to the Arbitration Act, but rather the invoking of the contractual agreement provision.

If the Arbitration Act did apply it was of no assistance to the union because the Arbitration Act specifically restricts the authority of the court to dismissing a board for misconduct in the performance of its hearing and does not set qualifications of those who may be appointed by agreement between the parties.

Mr. Justice Riley continued that industrial arbitration is a creature of its own, especially when adopted in labour-management matters. Both labour and management have, over the years, assumed and acted upon the proposition that this was a unique labour-management procedure in that each side was not only entitled to appoint to such a board a person well versed and briefed in the appointor's side of the argument but a person who would act as the advocate of the appointor and that the chairman only would be neutral. The patent custom and usage is for the nominees of the parties to represent their appointors.

In support of his point of view, Mr. Justice Riley referred to several authorities, including some statements made by Professor Carrothers in the book mentioned above, and he concluded that, while there might be a superficial similarity of a tripartite labour arbitration board to a commercial arbitration, actually the labour arbitration boards are not only dissimilar, but are in fact repugnant to commercial arbitration boards.

The court dismissed the special case regarding the possibility of bias or prejudice on the part of the arbitrator selected by the company. *Re Arbitration Act; Re Gainers Ltd. and Local 319 United Packinghouse Workers of America* (1964) 47 W.W.R., Part 9, p. 544 .

British Columbia Supreme Court . . .

. . . rules that once arbitrator has made his award he cannot change it substantially

On February 29, 1964, Mr. Justice Verchere of the B.C. Supreme Court ruled that once an arbitrator makes his award he becomes *functus officio* and cannot afterwards alter his award, except to correct clerical errors; and that the award is perfected as far as the arbitrator is concerned when he has reached his decision, committed it to writing, signed it and indicated that it may be communicated to the parties.

An arbitration board, duly constituted under the terms of a collective agreement between Nelsons Laundries Ltd. and Local 292 of the Laundry, Dry Cleaning and Dye House Workers' International Union was set up to resolve a dispute over an alleged violation of the agreement by the company.

The Board met and heard evidence on November 4, 1963, and then adjourned to consider its decision. Thereupon, the Chairman of the Board received from the company's appointee a letter dated November 8 setting out the latter's opinion. On November 18, the Chairman of the Board called the union representative and presented him with a document dated Novem-

ber 18, 1963 and signed by the Chairman, which, to the union's representative, appeared to be an award in final form in favour of the union.

After reading and agreeing with the contents of the document, the union's representative signed it below the Chairman's signature. He was then told by the Chairman that, as the document was signed by two members of the three-man board, it was a majority award and the union's representative was free to tell the union of its contents. This the union's representative did.

A few days later, the full Board met and the Chairman was apparently disposed to discuss the company's letter of November 8. The union's representative objected to this, pointing out that he and the Chairman had already signed a majority award on November 18.

Another meeting was arranged for December 2, but on being informed by the Chairman by telephone that the award of November 18 could still be revised because it had not been "publicized," the union's representative refused to attend. In his absence, the Chairman and the company's representative executed a document purporting to be an award in favour of the company. A copy of this second award was sent to the union's representatives and publication to the parties then followed. The first award of November 18 was apparently never sent to the parties.

After these events, the union sought from the Court an order to set aside the purported award of December 2 on the ground that the Board of Arbitration had misconducted itself "by purporting to make an award at a time when, an award having already been made, it was *functus officio*."

The question to be determined by the Court was whether the Board had made an award by the document signed by a competent majority on November 18, or whether something was required to be done, in addition to the signatures of the Chairman and the union's representative and the latter's report of its contents to the union, before it could be said that the original award was made.

Mr. Justice Verchere stated that it was settled law that an arbitrator who has made his award then becomes *functus officio,* and cannot afterwards alter his award, except to correct clerical mistakes or errors arising from accidental slip or omission. He noted, however, that it must be determined whether an award was in fact made.

He referred to a decision of the Court of Appeal in *Lewis v. G.T.P. Ry.* (1913), 4 W.W.R. 1246, in which Mr. Justice Macdonald stated:

> In speaking of the arbitrator having made his award, I mean by *making*, that he had done everything which he had to do to perfect it. Until he has done this it might be still open to him to change it, and hence, to submit a question of law to a judge.

In the same case, Mr. Justice Irving said:

> The question then is, when is an award made? In my opinion, when the arbitrator has done all that he can do, namely, reduced it to writing and published it as his award.

The collective agreement between the parties provided in Art. V, caluse 3, for the making and delivery of the award by an arbitration board, as follows:

> 3. The arbitration board shall sit, hear the parties, settle the terms of the question to be arbitrated, and make its award within 10 days from the date of the appointment of the Chairman, provided the time may be extended by agreement of the parties. The board shall deliver its award in writing to each of the parties and the award of a majority of the board shall be the award of the board and shall be final and binding upon the parties and they shall carry it out forthwith.

Mr. Justice Verchere was of the opinion that the above clause did not require delivery of the award to each of the parties before it could be said that the award was made. He commented that making and delivery are clearly separate, and if delivery were to be considered as part of the making of the award, the time limit, which is attached only to sitting, hearing the parties, settling the question and making the award, would become meaningless. He stated that in the *Lewis* case, although the award there was apparently not "sealed, filed and served on all persons affected thereby," as required by the applicable Rule, it was nevertheless held to have been perfected as far as the arbitrator was concerned.

To counter the motion, it was argued that the award could only be considered perfected and complete when it was published in some manner. Notice given to the parties that the award is ready would constitute sufficient publication, but it was argued that no such notice was given, and that therefore the document the Chairman and the union's representative signed on November 18 was not intended to be his award.

It was argued in favour of the motion that publication of the award was not necessary to make it complete, and that no inference that it was not complete, as far as the chairman and the union's representative were concerned, could be drawn from the fact that no notice was given to the parties that the award was ready to be taken up.

The Chairman had prepared the document, signed it, and then called the union representative to read it and sign it. This indicated that the Chairman made his decision, and when he told the union representative that he might inform the union of its contents he indicated that the award was final, whether or not the company representative would sign. Mr. Justice Verchere concurred with this latter argument, and held that the original award of November 18 was perfected as far as the Chairman was concerned.

Mr. Justice Verchere indicated that there was a difference between completion of the award and the validity and enforceability of it. He did not suggest that formal publication of the award was not necessary to make the award valid and enforceable; and in view of the above quoted clause of the collective agreement, delivery might have been necessary. He ruled, however, that this was a matter concerning validity, and did not concern the question of whether the arbitrator had completed his award.

On the basis of judicial authorities, Mr. Justice Verchere ruled that the Chairman, on November 18, had declared his final mind, and thus made and published his award as far as he was concerned as an arbitrator. He then became *functus officio* on that November 18, and was therefore unable to join with the company's representative in making the subsequent award on December 2. The question of enforcement of the award, which might require delivery to the parties, was not in issue; nor was the validity of the earlier award impugned for that reason.

The question at issue was whether the earlier award was made, and on this issue Mr. Justice Verchere ruled in the affirmative. He ordered that the purported award of December 2, 1963 be set aside, and that the award of November 18, 1963, on delivery, be in full force and effect and binding on the parties. *Re Arbitration Act; Re Nelsons Laundries Ltd. and Laundry, Dry Cleaning and Dye House Workers' International Union, Local 292,* (1964), 47 W.W.R., Part 8, p. 484.

Recent Regulations under Provincial Legislation

Alberta revises apprenticeship rules for heavy duty mechanics; Newfoundland designates new trades, approves second company apprenticeship training plan; Ontario amends minimum wages

In Alberta, the apprenticeship regulations for the heavy duty mechanics trade were re-issued with a few changes.

In Newfoundland, the third list of designated trades was published and second company apprenticeship training plan was approved.

Amendments to Ontario's minimum wage orders were issued, clarifying certain provisions repecting students and pieceworkers.

The Alberta Apprenticeship Act

In Alberta, the apprenticeship regulations for the heavy duty mechanics trade have been re-issued with a few changes in the provisions respecting qualifications and term of apprenticeship. The new regulations were gazetted on June 30 as Alberta Reg. 290/64.

The minimum educational standard remains Grade 9 or its equivalent, except that the Director of Apprenticeship now has discretionary authority to accept an applicant with less education, provided he has been recommended by a local advisory committee and has passed the prescribed examination.

The term of apprenticeship is now four periods of 12 months. Each 12-month period is to consist of at least 1,800 hours of employment, including time spent attending prescribed technical courses. An apprentice will not be allowed to advance to the next period until he has accumulated the required number of hours. As before, time credits may be granted for previous experience in the trade or technical or vocational training. Under the previous regulations, the term of apprenticeship was four years, but no minimum number of hours of employment was set.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board issued its third list of designated trades, naming the trades of motor vehicle repairer, power plant mechanic and welder as appropriate for apprenticeship in the mining industry.

Another order gazetted the same day—July 7—approved an apprenticeship training plan for Newfoundland Fluorspar Limited. This plan, the second such plan to be approved, was prepared by the

Apprenticeship Advisory Committee, composed of representatives of management of the company and representatives of the St. Lawrence Workers' Protective Union (CNTU). It provides for the training of apprentices in the following eight trades involved in the maintenance of the company's plant and equipment: motor vehicle repairer, electrician, maintenance mechanic, machinist, power plant mechanic, welder-iron worker, pipefitter and carpenter.

A candidate for apprenticeship under this plan must have completed Grade X or equivalent.

The term of apprenticeship is four years, during which not less than 8,000 hours must be occupied in field and class training.

In addition to the prescribed work experience, every apprentice enrolled in this company training plan is to receive related technical instruction. An apprentice must attend basic training classes for a period of three months at the College of Trades and Technology or another approved training establishment. Upon completion of basic training, the apprentice must enroll in a recognized and approved correspondence course pertaining to his particular classification. Final training is to be on a full-time basis of not less than 150 hours.

Ontario Minimum Wage Act

Amendments to Ontario's minimum wage orders dealing with students employed in hotels and restaurants and with piecework employment were gazetted as O. Reg. 143/64 to 148/64 on June 27.

Previously, the orders for hotels and restaurants had set a minimum wage of 80 cents an hour for students in the Oshawa-Toronto-Hamilton Zone and in the Southern Ontario Zone who did not work more than 28 hours a week. In the Northern Ontario Zone, the minimum for students in this category was to be 75 cents an hour until December 26, 1965, and 80 cents thereafter. The amending orders make it clear that the special rates for students do not apply to students who work more than 28 hours a week during the period September 15 to June 15 of the following year.

Other amendments provide that students employed as learners in hotels and restaurants may be paid up to 10 cents an hour less than the prescribed rate during the first one-month period of employment.

The provisions in the general orders dealing with piecework employment were reworded to make it clear that an employer will be deemed to have complied with the orders if four-fifths of his employees, other than those classified as learners, receive wages at least equivalent to the prescribed minima.

The United States Civil Rights Act, which became law on July 2, prohibits discrimination against any individual because of race, colour, religion, sex or national origin. It specifically prohibits certain acts by labour unions and employers.

Forbidden acts by a labour union, mentioned by the Act, are: discriminatory exclusion or expulsion from membership; discriminatory segregation or classification of membership, or referral practices that tend to deprive any individual of employment opportunities or otherwise adversely affect employee status; and causing, or attempting to cause an employer to discriminate.

Forbidden acts by an employer are: discriminatory failure or refusal to hire or discharge, or other discrimination with respect to compensation, terms, conditions or privileges of employment; discriminatory segregation or classification of employees that tend to deprive any individual of employment opportunities, or otherwise adversely affect employee status.

Joint Apprenticeship Committees, or employers or unions are likewise prohibited from discrimination in admission to, or employment in any program established to provide apprenticeship or other training.

Employment agencies are prohibited from discriminatory failure or refusal to refer for employment.

The sections of the Act that refer to employment practices do not become effective for a year after the date of enactment. For employers with fewer than 100 workers, and for unions with fewer than 100 members, the effective date is deferred for from two to four years, depending on the number of workers or members. Unions with fewer than 25 members that do not operate a hiring hall are entirely exempt from the provisions of the Act.

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit on June 30 was almost 202,000 but it was approximately 50,000 less than total on May 29 and 18,000 below June 1963 figure

Claimants for unemployment insurance benefit numbered 201,919 on June 30, down almost 50,000 from the May 29 total of 250,054. On June 28, 1963, there were 220,260 claimants.

The bulk of the month's decline occurred among men. Males accounted for less than two thirds of the June 30 total, substantially less than during the winter season, from December to March, when they made up 78 per cent of the total. This reflects the increased seasonal activity in industries employing mostly males.

Initial and Renewal Claims

A total of 86,827 initial and renewal claims were filed during June, compared with 105,182, during May and 82,802 during June 1963.

About 90 per cent of the June claims were from persons who became unemployed during the month, compared with only three quarters of the May claims.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in June was estimated at 155,500, compared with 340,300 in May and 168,800 in June 1963.

Benefit payments amounted to $16,500,000 during June, $33,100,000 in May, and $16,000,000 during June 1963. The sharp May-to-June decline in beneficiaries and payments is associated with the end of seasonal benefit on May 16.

Insurance Registrations

On June 30, insurance books or contribution cards had been issued to 4,183,564 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 337,033, a decrease of 349 since May 31.

Enforcement Statistics

During June, 18,364 investigations were conducted by enforcement officers across Canada. Of these, 3,965 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 11,908 were miscellaneous investigations. The remaining 2,491 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 177 cases, 73 against employers and 104 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 943.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in June totalled $31,472,754.53, compared with $28,647,547.72 in May and $28,391,481.17 in June 1963.

Benefits paid in June totalled $16,537,795.84, compared with $33,117,216.60 in May and $15,986,895.44 in June 1963.

The *debit* balance of the Fund on June 30 was $15,723,485.24. On May 31 there was a *debit* balance of $30,658,443.93; on June 30, 1963, a *debit* balance of $24,777,135.85. The deficit in June was covered by loans from the Minister of Finance.

*These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

BE SAFETYWISE DON'T IMPROVISE

OCTOBER IS SAFETY MONTH

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2367, June 22, 1964

Summary of the Main Facts: The claimant filed an application for benefit on June 10, 1963. His last employment had been that of a truck driver at $75 a week from April 1 to June 7, 1963.

He stated that he owned a pig farm of 100 pigs, earning from it about $1000 yearly, and that he looked after his pigs in the morning and at night, which meant about an hour of work every day. He added that he had kept on looking after his pig farm during his last job.

The insurance officer was of the opinion that the claimant's self-employment was so minor in extent that he could be considered as unemployed within the meaning of the Act. The claimant applied for benefit later, but reported no earnings from his farming.

During a special interview on February 3, 1964, the claimant revealed that he had sold pigs during the period for which he claimed benefit but that he had not declared this as earnings as he did not feel it necessary, since his initial statements showed he made about $1,000 a year from the operation of his pig farm.

He stated he was available for work at G— and within 15 miles of this town and that he still could look after his farm outside of his normal working hours, about an hour in the morning and fifteen minutes in the afternoon.

As the claimant had declared no earnings in his weekly reports, the case was submitted to an investigation. In the course of this investigation the claimant stated that he had invested about $4,000 in this enterprise; that he looked after his farm alone, devoting to it an hour and a half every day; that he made an average net profit of about $5 from the sale of a pig; that he considered his enterprise to be an investment, as he always held a full-time job outside his home; and that he had not stated his profits as he considered his farm as an investment.

It was established that the claimant, while receiving his benefit, had made sales for the following amounts: $624.30, $897.21, $1,156.83, $630.75, $195.45 and $292.92 for the weeks commencing June 9 and 16, August 4, September 15, October 6 and 13, 1963, respectively.

The insurance officer was of the opinion that the claimant was self-employed in farming and determined the amount of his earnings in accordance with Regulation 172(3)(b), that is, 50 per cent of his gross returns from his farming transactions, being in this case: $312.25, $446.60, $578.41, $315.37, $97.72 and $146.46. These amounts were allocated in accordance with Regulation 173(10) to the weeks beginning on June 9 and 16, August 4, September 15, October 6 and 13, 1963, respectively.

The claimant appealed to the board of referees, one of his reasons being that, all things considered, including the interest on his capital, instead of making money with his pig farm, he was losing some. He also said that he made a profit of $4 to $5 on the sale of each pig and that last year he had sold 300 pigs.

The claimant did not attend the hearing of his case by the board of referees on March 18, 1964. The board of referees held that the earnings of the claimant should not be calculated in the same way as a farmer's earnings, because this enterprise should be classified as a business or undertaking and not as a farm. The board decided that an average profit of $6.84 was made on the sale of each pig; hence his earnings amounted to: $95.76, $143.64, $191.52, $103.60, $34.20 and $54.72 for the weeks beginning on June 9 and 16, August 4, September 15, October 6 and 13, 1963, respectively.

On May 12 the insurance officer appealed on the following grounds:

> . . . The Board of referees was wrong in deciding that the claimant's enterprise was not a farming operation and that the earnings from his pig farm should not be determined according to the specific provisions of Regulation 172(3)(b), which deals with the earnings of a claimant who is self-employed in farming. Pig raising is a farming operation, as it produces foodstuff usually produced on a farm, just as the raising of cattle and sheep or poultry.
>
> In dealing with similar cases having to do with poultry raising, the Umpire was of the opinion that it should be considered a farming operation within the meaning of Regulation 172(3)(b). He added that nothing in that Regulation showed that a difference should be made between the different types of farming and stated that the earnings of a claimant must be determined in accordance with that particular Regulation (CUBs 1683 and 2254).
>
> On the other hand, as the claimant is the sole operator of his pig farm, his earnings, under Regulation 172(3)(b), must be 50% of his gross returns from his sales.

Considerations and Conclusions: The insurance officer's appeal is based on the jurisprudence established by the Umpire in similar cases and, as the provisions of the regulation which applies in this case do not specifically except the farming operation

dealt with in the instant case, I see no reason to change the established jurisprudence.

In view of the foregoing, I decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

Decision CUB 2371, June 23, 1964

Summary of the Main Facts: The claimant filed an initial application for unemployment insurance benefit on December 30, 1963. She had worked for a department store as a sales clerk at a wage of 90 cents an hour from November 12, 1963, to December 24, 1963, when she was laid off, because, she said, of a shortage of work. The claim was allowed.

On January 7, 1964, the local office notified the claimant of an offer of continuing employment as a sales clerk with a bakery at a minimum wage of 80 cents an hour up, according to qualifications. The prevailing rate of pay in the district for that occupation was reported to be 75 cents to $1 an hour. The hours of work were Monday to Friday 9.30 a.m. to 6.00 p.m., and Saturday 9.00 a.m. to 6.00 pm., 40 hours a week, five days a week. The place of work was approximately four miles distant from her residence and transportation was available by bus at a cost of seven tickets for $1.

The claimant's reason for non- acceptance was that she wanted to "try to go back to her former employer." The local office commented:

> Claimant worked as a casual before Christmas at [former employer] and a few hours on a sale since then. She wants to wait for any work that [former employer] might give her. Sales jobs are still coming in and there is a possibility that the claimant could be placed if available to other than [former employer].

The insurance officer disqualified the claimant and suspended benefit (a) from January 5, 1964 to February 15, 1964, inclusive, on the ground that after having become aware that a situation in suitable employment with the bakery was vacant, or about to become vacant, she, without good cause, refused or failed to apply for such situation or failed to accept it when it was offered to her and (b) from January 5, 1964, on the ground that she had failed to prove she was available for work, because she was not prepared to accept employment with other than a former employer (sections 59(1)(a) and 54(2)(a) of the Act).

The claimant's Unemployment Register shows the following:

> Week commencing 12 Jan. earned $32.30
> Week commencing 19 Jan. earned $ 7.20
> Week commencing 26 Jan. earned nil.
> [former employer] advised by phone 6 Feb. 1964. Called in for spotlight sale only.
> On contingent staff and called when needed.

In a letter received in the local office on February 12, the claimant stated: "I didn't take the job at [the bakery] because I was called in at [former employer]".

Notwithstanding the claimant's letter, the insurance officer made no change in his decision as the claimant had turned down full-time employment for a call for casual work from a former employer.

In a later statement the claimant said that the letter she had deposited at the local office was intended to be an appeal. "I left it with an officer on the claims pay counter advising her it was my appeal and she wrote 'appeal' on the envelope. I still wish this letter to be considered as an appeal to the board of referees."

The majority decision of the board of referees, which heard the case on March 31, 1964, reads:

> The claimant appeared before the board of referees and confirmed the fact that she had no desire to work at [the bakery] because if [her former employer] offered her a steady job she would have left it to return to [her former employer]. She told the board of referees that in January she had expected that shortly she would be on permanent staff, but her work had been only spotty since that time and she was still not on permanent staff. The board also took note of the reasons for non-acceptance as shown in the submission.
>
> The majority of the board of referees agree that unemployment insurance was designed to help people who were unavoidably unemployed and who were anxiously looking for work. The claimant's work record over the previous 2 or 3 years had been one of working for a short time for several different employers and she should have been familiar with the fact that it might take some time before her name would be far enough up the list to get a permanent job at [former employer].
>
> The majority of the board agree that she should have accepted the referral to [the bakery] so that she at least could be gainfully employed even though she might desire later to go to [former employer] if a full-time job were offered. The majority of the board therefore agree that the claimant did without good cause fail to apply for a situation in suitable employment with [the bakery] notified to her on 7 January 1964.
>
> The majority of the board also agree that in view of the claimant's admission that she hoped to be recalled by her former employer, that she did not want to take a job in the meantime and because of this she had failed to prove she was available within the meaning of the Act.
>
> The majority of the board of referees dismiss the claimant's appeal on both counts and uphold the insurance officer's decision.

The dissenting member of the board of referees stated:

> The claimant in my opinion has been led to believe that there was a good possibility of permanent employment with [former employer.]

(*Continued on page 821*)

Wage Schedules Prepared and Contracts Awarded in July

Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 270 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 276 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 330 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Agriculture	1	$130,600.00
Defence Production	124	756,128.00
Post Office	4	217,064.00
Public Works	8	66,311.27
Transport	1	1,849.20

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in July

During July the sum of $11,964.51 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 255 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in July

DEPARTMENT OF AGRICULTURE

Fredericton N B: Wm H Reynolds & Son Ltd, revisions & additions to humidification system, Canada Research Station. *near Outlook Sask:* McNamara Construction Western Ltd, construction of embankment, Stage 5, SSR Dam Project (Contract 38); Standard-General Construction (International) Ltd, construction of embankment, SSR Dam Project (Stage 3A, Contract 45). *Welyn Sask:* B Paulsen, construction of Community Storage Project on Beaver Creek. *near Hillspring Alta:* Horton Steel Works Ltd, supply & installation of gates & hoists for spillway, Waterton Dam, St Mary River Project. *Lacombe Alta:* Ellis Construction Ltd, concrete paving, beef testing barn, Bldg No 40, Experimental Farm.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Gander Nfld: Benson Builders Ltd, exterior painting of housing units (DOT 1/52 & 5/56). *Camp Gagetown N B:* Noren Construction Ltd, construction of housing units, etc (DND 2/64). *Boucherville Que:* Vallieres & Cusson Enrg, interior painting of suites, Place St Louis. *Montreal Que:* Duke Industries Inc, interior painting of suites, Le Domaine; Mauger & Perreault, interior painting of public areas, Le Domaine; W Collin Enrg, exterior painting & recaulking, Pavillon Mercier. *Roxboro Que:* Coronation Construction Ltd, completion of single family dwelling, Mortgage Insurance Fund Project. *Val d'Or Que:* Valere Bolduc, exterior painting of rental housing project. *Palmerston Ont:* Vroom Construction Ltd, construction of housing units (FP 1/63). *Metropolitan Winnipeg Man:* Oswald Decorating Co, exterior painting of housing units. *Estevan Sask:* Engineered Homes (Sask) Ltd, construction of housing units, etc (FP 1/63). *New Westminster B C:* Vector Engineering, conversion of heating system, HECL Glenview Apartments. *Vancouver B C:* Moore & Russell Heating Ltd, heating conversion, Vancouver Terrace Housing Project; Neil Meyer, exterior painting of units, Renfrew Heights Project; Arli Contracting, exterior painting of units, Fraserview Project.

In addition, this Corporation awarded 32 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: La Societe d'Entreprises Generales Ltee, construction of Indian homes, Amos IR; John David Ltd, painting & glazing, Amos IRS; F E Johnston Drilling Co Ltd, drilling & construction of well, Obedjiwan IR. *Lorette Indian Agency Que:* Les Tuyaux de Loretteville Enrg, watermain & sewer extensions, Lorette IR. *Oka Indian Agency Que:* M Bisson & Sons, construction of five wells, Oka IR. *Kenora Indian Agency Ont:* Jack H Edwards Diamond Drilling Ltd, construction of road, Islington IR. *Nakina Indian Agency Ont:* A K Penner & Sons Ltd, construction of school, staff residence & power plant bldg, Webiqui (Winisk Lake). *Parry Sound Indian Agency Ont:* Bert Taylor, reconstruction of road, Parry Island IR. *Clandeboye Indian Agency Man:* Red River Wonder Building Ltd, construction of powerhouse, installation of generating units & electrical revisions to school & residence, Little Black River IDS. *Dauphin Indian Agency Man:* Western Sandblasting & Decorating Co, redecorating MacKay IRS & dormitory. *Norway House Indian Agency Man:* Gertz Construction Ltd, construction of residence, Norway House IRS. *Portage la Prairie Indian Agency Man:* D J Mate, addition to auditorium, Portage la Prairie IRS. *Battleford Indian Agency Sask:* Gullickson & Benson, construction of residence, Onion Lake IRS; H S Stewart & Son Ltd, construction of road on Little Pine, Mosquito & Red Pheasant IRs. *Shellbrook Indian Agency Sask:* Potts

Construction Ltd, construction of road, Sandy Lake IR No. 104. *Blackfoot Indian Agency Alta:* Tom's Construction, miscellaneous repairs & painting, Old Sun IRS. *Blood Indian Agency Alta:* Weston Bros Ltd, repairs & painting, Blood IRS; Tom's Construction, conversion of lean-to on gymnasium to lunch room, Blood IRS; Tom's Construction, repairs & painting of teacherages, Blood IRS. *Hobbema Indian Agency Alta:* Wiederick Construction Ltd, miscellaneous repairs to Ermineskin IRS; John Lynass, construction of road, etc, Montana IR. *Lesser Slave Lake Indian Agency Alta:* Marsh Head Construction Ltd, construction of road, Wabasca IR; Modern Paint & Home Furnishings Ltd, painting & miscellaneous repairs, Desmarais IRS. *Bella Coola Indian Agency B C:* Finning Tractor & Equipment Co Ltd, supply & installation of diesel generating sets, Bella Bella IDS. *Kwawkewlth Indian Agency B C:* Gordon Latham Ltd, renovations to mechanical services, Phase 1, boiler plant improvements, etc, Alert Bay IRS. *Yukon Indian Agency Y T:* General Enterprises Ltd, construction of teacherage, Carcross IRS.

DEFENCE CONSTRUCTION (1951) LIMITED

Goose Bay (Labr) Nfld: Morin & Plante Co Ltd, reroofing Bldg No 78, RCAF Station. *Summerside P E I:* Tasco Sheet Metal & Roofing Co Ltd, reroofing leantos of hangars & other bldgs, RCAF Station; Curran & Briggs Ltd, resurfacing of roads, RCAF Station. *Dartmouth N S:* W Eric Whebby Ltd, construction of addition to Naval Research Establishment. *Greenwood N S:* Planned Renovators Ltd, interior painting, hangar No 10, RCAF Station. *Camp Gagetown N B:* A N Clarke & Son Ltd, exterior painting of PMQs & garages. *St Hubert Que:* Edgar Milot Ltee, painting of PMQs, RCAF Station. *Ville la Salle Que:* Sestock Construction Ltd, alterations & additions to storage bldg; Morin & Plante Co Ltd, reroofing two bldgs, HMCS *Hochelaga. Camp Borden Ont:* Peerless Enterprises, Division of Tectum Ltd, reroofing hangars 2 to 16 incl, RCAF Station; Walker Painting & Decorating Co Ltd, exterior painting of PMQs, RCAF Station. *Centralia Ont:* Northern Roofing Co Ltd, reroofing hangars 1 & 2, RCAF Station. *Kingston Ont:* Spada Tile Ltd, construction of sidewalks & curbs, RMC; Semple-Gooder & Co Ltd, reroofing Bldgs B-1 & B-2, Vimy Barracks; R E Ferguson Ltd, rewiring of dormitory, RMC. *Petawawa Ont:* Peter E Sylvestre & Sons Ltd, construction of sidewalks, Camp. *Trenton Ont:* Tripp Construction Ltd, construction of roads, curbs, sidewalks, storm sewers, etc, RCAF Station. *Portage la Prairie Man:* A W Homme Ltd, replacement of concrete floors in hangars H1 & H3, RCAF Station; A W Homme Ltd, replacement of taxiway, RCAF Station. *Rivers Man:* J Schettler Electric Ltd, construction of APU Bldg, RCAF Station. *Shilo Man:* Automatic Sprinkler Co of Canada Ltd, supply & installation of sprinkler system, Camp; North Star Decorating Co Ltd, exterior painting of PMQs, Camp. *Winnipeg Man:* Malach Roofing & Flooring Ltd, reroofing hangars 2 & 3, RCAF Station; Halls Associates (Western) Ltd, reroofing of Bldgs 84 & 87, RCAF Station. *Prince Albert Sask:* Pidskalney Construction, relocation of metal bldgs, DRB Laboratory. *Cold Lake Alta:* McCormick Electric Ltd, supply & installation of VASIS units for special runway lighting, RCAF Station. *Edmonton Alta:* Orlovsky Painting Ltd, exterior painting of PMQs & garage, Griesbach Barracks; Alberta Concrete Products Co Ltd, seal coating of asphalt roads, Griesbach Barracks. *Wainwright Alta:* J M King Construction Co Ltd, crushing, hauling & tailspreading of gravel; Nadon Paving Ltd, asphalt surfacing of parade square.

DEPARTMENT OF DEFENCE PRODUCTION

Goose Bay (Labr) Nfld: A P Green Fire Brick Co Ltd, boiler repairs, RCAF Station. *Summerside P E I:* C & F Building Products Ltd, installation of combination storm & screen windows on PMQs, RCAF Station. *Cornwallis N S:* Fred T Cleveland, exterior painting of various bldgs, HMCS *Cornwallis;* Wylie P Hazelwood Ltd, exterior painting of married quarters, HMCS *Cornwallis;* D J Lowe Ltd, exterior painting of Bldgs 27, 40, 45 & 60, HMCS *Cornwallis;* Louis E Wilson, repairs to asphalt pavement, HMCS *Cornwallis. Dartmouth N S:* Pryor Construction Ltd, construction of reinforced footings & foundation walls, recreation centre, Shannon Park MQs. *Greenwood N S:* Bridgetown Aluminum Products, supply & installation of aluminum windows, hangars 2, 3, 4, 6, 7 & 8, RCAF Station; Donald J Lowe, exterior painting of hangars & barrack blocks, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to asphalt road surfaces, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to parking lots, etc, RCAF Station. *Halifax* N S: Banfield & Miles Ltd, exterior painting of bldgs, HMC Dockyard; Thorne Welding Service, renewal of steam & air piping, jetty No 4, HMC Dockyard. *Shearwater N S:* Webb Engineering Ltd, supply & installation of stainless steel lining in Bunkers Bldg 56, central heating plant, RCN Air Station. *Shelburne N S:* Acadia Construction Ltd, repairs

to paving; Acadia Construction Ltd, paving, HMCS *Shelburne. Chatham N B:* C & F Building Products Ltd, supply & installation of storm & screen windows, Bldgs 13 & 73, RCAF Station; Byron H MacDonald, repainting exterior of bldgs, RCAF Station. *Moncton N B:* A N Clarke & Son Ltd, interior painting of PMQs, No 5 Supply Depot, RCAF Station. *Bagotville Que:* Laurent Bedard, exterior painting of PMQs, RCAF Station. *Longueuil Que:* Filterlite All Weather (Alum) Ltd, supply & installation of aluminum windows, Jacques Cartier Barracks. *St Hubert Que:* Hiland Ltd, interior painting in hangar No 10, RCAF Station. *Ste Therese Que:* Hiland Ltd, painting exterior walls, Bouchard Military Camp; Sauve Construction Ltee, general repairs to bldgs, Bouchard Military Camp. *Valcartier Que:* Henri Jobin, surface treatment of gravel roads & parking areas, Camp. *Val d'Or Que:* Canadian Erectors Mfg. Ltd, repairs to tank floors, RCAF Detachment. *Downsview Ont:* A P Green Fire Brick Co Ltd, resetting of boiler in plant No 4, RCAF Station; Frank Ignagni, exterior painting of PMQs, William Baker Park, RCAF Station; Lux Painting Co, exterior painting of Bldgs 54 to 58, incl, RCAF Station; Moxon Contracting Ltd, repairs to airfield pavement, RCAF Station. *Kingston Ont:* Joice-Sweanor Electric Ltd, installation of panelboards & electrical fixtures, Barriefield Camp; McGinnis & O'Connor Ltd, repairing & resurfacing of roads. London Ont: Eastern Painting & Decorating, exterior painting of various bldgs, 27 COD & 204 Base Workshop. *Niagara Falls Ont:* Henry W Colton Ltd, painting of sirens in target area. *Ottawa Ont:* Art Gaudreau Ltd, exterior painting of PMQs, HMCS *Gloucester;* Welch & Johnston Ltd, conversion of fuel heating system to natural gas, Beaver Barracks. *Picton Ont:* William Kuypers General Contractors, replacement of window sash, Camp. *Sioux Lookout Ont:* C E Olson, interior painting of barrack blocks, RCAF Station. Gimli Man: Western Aluminum Products Ltd, supply & installation of aluminum combination storm & screen windows, RCAF Station. *Portage la Prairie Man:* Nu-Way Decorating Co, repainting exterior of school & annex, RCAF Station. *Shilo Man:* Phinney Bros Roofing Co, reroofing of bldgs, Military Camp. *Winnipeg Man:* D W Court & Co Ltd, repairs to pavement & runways, RCAF Station. *Swift Current Sask:* Waterman-Waterbury (Swift Current) Ltd, reroofing of drill hall. *Edmonton Alta:* Lockerbie & Hole Western Ltd, replacement of condensate return line between two manholes, Griesbach Barracks. *Lancaster Park Alta:* Federal Joint Sealing Co of Canada Ltd, repairs to runways & taxiways, RCAF Station *Namao;* Nadon Paving Ltd, repairs to pavement, RCAF Station *Namao. Comox B C:* Cochrane Fuel & Trucking Ltd, paving of parking lot, RCAF Station; K J Howe, exterior painting of various bldgs, RCAF Station. *Masset B C:* Northern Engine & Equipment Co Ltd, supply & installation of transformers, Naval Radio Station.

In addition, this Department awarded 106 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Trois Rivieres Que: Massicotte & Fils Ltee, bituminous paving, sections 13 & 14; Cap Construction Ltd, construction of transit shed, sections 13 & 14 (Stage 2). *Churchill Man:* Lacey Construction Ltd, paving of wharf extension. *Vancouver B C:* Tryson & Son Iron Works Ltd, construction of canopy, Shed No 2, Centennial Pier.

POST OFFICE DEPARTMENT

This Department awarded 70 contracts containing the General Fair Wages Clause.

DEPARTMENT OF PUBLIC WORKS

L'Anse Amour (Labr) Nfld: Avalon Construction & Engineering Ltd, wharf extension. *West St Modeste (Labr) Nfld:* Avalon Construction & Engineering Ltd, wharf repairs & improvements. *Bonavista Nfld:* Modern Construction Ltd, repairs to breakwaters. *Brighton Nfld:* Gid Sacrey Ltd, wharf repairs. *Green Island Cove (St Barbe) Nfld:* Gid Sacrey Ltd, construction of breakwater. *Hare Bay Nfld:* S G Burry & Sons Co (1961) Ltd, construction of post office bldg. *Little Bay Islands Nfld:* R W Weir, breakwater reconstruction. *Moreton's Harbour Nfld:* Guy Eveleigh, wharf repairs. *Nippers Harbour Nfld.* Gid Sacrey Ltd, reconstruction of bait depot wharf. *Quidi Vidi Nfld:* Benson Builders Ltd, harbour improvements. *St Carrol's Nfld:* Gid Sacrey Ltd, breakwater repairs. *St John's Nfld:* Wilson LeGrow, painting, Bldg 306, Fort Pepperrell. *Basin Head P E I:* Douglas & MacEwen Construction Ltd, repairs to breakwater. *Brae Harbour P E I:* Northumberland Construction Ltd, wharf extension. *Graham's Pond P E I:* Douglas & MacEwen Ltd, harbour improvements (reconstruction of landing). *Prince Edward Island National Park P E I:* McNamara Construction of Nova Scotia Ltd, construction of Covehead Inlet Bridge. *Souris P E I:* Morrison & McRae Ltd, paving eastpack wharf; Maritime Dredging Ltd, harbour improvements

(landing extension). *Wood Islands P E I:* Matheson & MacMillan Ltd, paving fishermen's landing. *Babin's Cove N S:* G J Forgeron, breakwater repairs. *Bear Point N S:* Shelburne Contracting Ltd, approach repairs. *Creignish N S:* G J Forgeron, breakwater repairs. *Inverness N S:* McNamara Construction of Nova Scotia Ltd, harbour improvements. *Jordan Ferry N S:* Mosher & Rawding, breakwater repairs. *Pictou N S:* Colin R MacDonald Ltd, harbour improvements & bridge reconstruction; Colin R MacDonald Ltd, harbour improvements, Pier "A". *St Catharines River N S:* Russell Harnish, skidway repairs. *Short Beach N S:* Leonard W Shaw, breakwater repairs. *Spencer's Island N S:* Colin R MacDonald Ltd, wharf repairs. *Stellarton N S:* Eastern Contracting Ltd, improvements to courtyard, federal bldg. *Stoney Island N S:* Shelburne Contracting Ltd, retaining wall repairs. *Willow Cove N S:* Mosher & Rawding Ltd, breakwater construction. *Campobello N B:* Cardinal Construction Ltd, construction of Customs & Immigration Bldg. *Lameque N B:* Diamond Construction (1961) Ltd, paving, north approach extension. *Little Pokemouche Gully N B:* Comeau & Savoie Construction Ltd, repairs to wharf & approach. *Richibucto Cape N B:* Roger D LeBlanc, construction of haul-out. *Baie des Sables Que:* Jean-Paul Lapointe, wharf repairs. *Black Cape (Howatson's Point) Que:* T C Gorman Construction Co Ltd, harbour improvements (wharf). *Cap Chat Que:* Entreprises Mont Sterling Inc, wharf repairs. *Cloridorme Que:* Yvon Huet, breastwork reconstruction. *Dune du Sud M I Que:* Adrien Arseneau, breakwater repairs. *Grande Riviere Que:* Eloie Boulay, breakwater repairs. Hull Que: Maintenance & Construction Co, repairs to canopy roofs, National Printing Bureau. *Les Eboulements Que:* Paul Mailloux, modification to hoisting apparatus. *Matane Que:* Georges Tremblay, construction of protection works. *Megantic Que:* H L Martel, repairs to retaining wall. *Mont Louis Que:* Jean-Paul Lepointe, wharf repairs. *Montmagny Que:* Henri Pelletier, construction of protection works (Lots 4-38 & 4-47). *Montreal Que:* Efficiency Maintenance & Construction Ltd, alterations to 7th floor, Customs Bldg for Department of Agriculture. *Perce Que:* James Leblanc, wharf repairs. *Pointe au Loup M I Que:* J W Delaney Ltd, breakwater repairs. *Pointe Claire Que:* L Gordon Tarlton Ltd, extensions to Research Laboratory, Pulp & Paper Research Institute of Canada (extension No 1). *Quebec Que:* Ambassador Sales (Quebec) Inc, replacement of doors for National Health & Welfare. *Riviere au Renard Que:* Leo Mathieu, construction of protection works (Samuel's & Denis' properties). *Riviere St Paul Que:* Landry Construction Inc, construction of foundation for salt shed. *Rupert House Que:* Ron Engineering & Construction (Quebec) Ltd, construction of school, residence, powerhouse & related site work. *St Laurent Que:* Prieur Entreprises Inc, alterations to acid deeping room, National Film Board. *St Ours-sur-Richelieu Que:* Leopold Pigeon, construction of retaining wall. *Ville Marie Que:* P E Bellehumeur & A Trudel, extension & repairs to wharf. *Bradford Ont:* Gorsline Construction Ltd, construction of federal bldg. *Burlington Channel Ont:* Wikstrom Ltd & Canadian Dredge & Dock Co Ltd, reconstruction of west end of north pier. *Don Mills Ont:* Air Service Sheet Metal Ltd, ventilation & plumbing alterations, post office. *Glenmount Ont:* MacDonald & Sykes Ltd, wharf repairs. *Keswick Ont:* Gavin P Morton, construction of post office bldg. *Kingston Ont:* Emmons & Mitchell Construction Ltd, reconstruction of east wall, Penitentiary. *London Ont:* W A McDougall Ltd, alterations to X-ray & photography equipment, Westminster Hospital; Thomas Walsh Boiler Repairs & Service, repairs to heating boilers, Dominion Public Bldg. *Meaford Ont:* Stellmar Contracting Co Ltd, repairs to breakwater. *Missanabie Ont:* G F Coles Construction, construction of tourist wharf. *Newcastle Ont:* Hartwig Construction Co Ltd, construction of post office bldg. *Ottawa Ont:* Beaudoin Construction Ltd, installation of heating system (Phase 3), Rideau Hall; Coleman Cinkant & Son Ltd, interior painting & finishing, Postal Station "B", Sparks & Elgin Streets; H J McFarland Construction Co Ltd, construction of parking facilities, National Health & Welfare Bldg, Tunney's Pasture; Conrad Menard Co Ltd, installation of boilers, Connaught Bldg; A Lanctot Construction Co, alterations to washrooms, Public Archives, Records Centre, Tunney's Pasture; Universal Painters Ltd, exterior painting, Confederation Bldg; Jas C Curry Cartage Ltd, moving of National Health & Welfare from various locations to Brooke Claxton Bldg, Tunney's Pasture; Allied Roofing, roof repairs, Daly Bldg; Beaudoin Construction Ltd, alterations to Kent-Albert Bldg; Normand Farquharson Ltd, construction of sun porch, Prime Minister's residence. *Owen Sound Ont:* Stellmar Contracting Co Ltd, harbour improvements. *Port Elgin Ont:* West York Construction, construction of post office bldg. *Saugeen River (Chantry Island) Ont:* Norbrant Contractors Ltd, demolition of town dock. *Schomberg Ont:* R Reusse Construction Co Ltd & Richard Vandenberg Ltd, construction of post office bldg. *Sioux Lookout Ont:* Brignall Construction Ltd, wharf repairs. *Smithfield Ont:* Hugh Murray Ltd, alterations to food processing laboratory, Dominion Experimental Farm. *Toronto Ont:* Great Lakes Mechanical Installations, construction of carpenter & machine

shop for Department of Transport, Terminal Warehouse Bldg. *Windsor Ont:* McIntosh Paving Co Ltd, improvements to paving & drainage, RCMP detachment quarters. *Fort Churchill Man:* The Carter Construction Co Ltd, construction of antenna tuning hut, LF antenna farm (DND). *Gladstone Man:* Dauphin Fixtures Ltd, construction of post office bldg. *Neepawa Man:* Jaske Construction Ltd, extension to loading platform, federal bldg. *Winnipeg Man:* Maitre Construction Ltd, renovations to heating system, Postal Station "B". *Broadview Sask:* Charnish Construction, addition to old post office bldg. *Kindersley Sask:* C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Missinipe Sask:* Piggott Construction Ltd, construction of wharf. *Edmonton Alta:* Burns & Dutton Construction (1962) Ltd, construction of postal terminal bldg, etc. *Alert Bay B C:* Walden Bros Sawmill Ltd, seaplane landing repairs. *Fort Nelson B C:* Al Bumstead Water Service, water hauling, NWHS, Muskwa Garrison. *Golden B C:* Burnham Construction Ltd, construction of RCMP detachment quarters. *Harrison River Rapids B C:* The Fraser River Pile Driving Co Ltd, repairs to log boom guide. *Invermere B C:* A E Jones Co Ltd, construction of RCMP detachment quarters. *Kootenay National Park B C:* Peter Kiewit Sons Co of Canada Ltd, paving, mile 51.5 to 63.4. *Ladysmith B C:* S R Kirkland, wharf repairs. *Mount Revelstoke National Park B C:* W C Arnett & Co Ltd, reconstruction of access road, mile 7 to 16. *Opitsaht Indian Reserve B C:* Tom Gibson & Sons Contracting Ltd, construction of floats. *Qualicum Beach (French Creek) B C:* Texada Rentals Ltd, harbour improvements (breakwater & dredging). *Sparwood B C:* Bird Construction Co Ltd, construction of RCMP detachment quarters. *Stewart B C:* Greenlees Piledriving Co Ltd, wharf replacement. *Vancouver B C:* Stevenson Construction Co Ltd, alterations to 4th floor, federal bldg, 325 Granville St; Allan & Viner Construction Ltd, alterations to first, second & third floors, Customs examining warehouse; Shur-Kleen Service Co Ltd, cleaning of heating, ventilating & exhaust systems, General Post Office, 349 W Georgia St. *Vananda B C:* Fraser River Piledriving Co Ltd, shed extension. *Fort Simpson N W T:* Territorial Expeditors Ltd, construction of pile foundations for federal bldg (Phase 1). *Inuvik N W T:* Yukon Construction Co Ltd, construction of staff quarters. *Old Crow Y T:* Terry's Radio-Electric Ltd, installation of electrical system, RCMP detachment quarters. *Whitehorse Y T:* Lunde Metals, application of roof, federal bldg; Nick Basaraba, exterior painting, Bldgs 200, 201 & 202, Camp Takhini.

In addition, this Department awarded 101 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

St Lambert & Cote Ste Catherine Que: Bau-Quebec Enrg, maintenance of grass at locks. *Iroquois Ont:* Dibblee Construction Co Ltd, asphalt paving, Iroquois Lock. *Port Weller Ont:* Mal Nicholson Ltd, relocation of entrance road, Lock 1, Welland Canal. *St Catharines Ont:* Peacock Contracting Ltd, construction of east side haulage road, Section 4 (Eastchester Ave to Dorr Road), Welland Canal Twinning Project; United Steel Corporation, supply & installation of operating machines for lock valves, lower end of Lock 2, Welland Canal Twinning Project. *St Catharines & Thorold Ont:* Drope Paving & Construction Ltd, paving two sections of road between Locks 3 & 6, Welland Canal.

DEPARTMENT OF TRANSPORT

Mill Village N S: Eastern Contracting Ltd, construction of satellite communication ground station & related work. *Baie Comeau Que:* North Shore Construction Ltd, construction of paved runway, etc, Airport. *Dorval Que:* Miron Co Ltd, diversion of St Francois Road, Montreal International Airport. *Riviere du Loup Que:* Adrien Berube, construction of marine radio station. *Kitchener Ont:* J M Fuller Ltd, construction of non directional beacon bldg. *Malton Ont:* Dufferin Construction Co, resurfacing, etc, runway 14-32, Toronto International Airport. *Parisienne Island Ont:* Malach Roofing & Flooring Ltd, construction of dwelling. *Uplands Ont:* Sanco Ltd, cleaning Air Terminal & other bldgs, Ottawa Airport; Coady Construction Ltd, construction of storage bldg & related work, Airport; A G Reed Ltd, rehabilitation of taxiway lighting, Ottawa Airport. *The Pas Man:* Tallman Construction Co Ltd, construction of runway 12-30, etc, Airport. *Grande Prairie Alta:* Arthur A Voice Construction Co Ltd, surface treatment of runway 11-29, etc, Airport. *Abbotsford B C:* R A Adair Construction Ltd, rebuilding manholes & catch basins, Airport; Ace Electric Service Co Ltd, installation of low intensity lighting on Approach No 18 & related work, Airport. *Fort Nelson B C:* Huber Electric Ltd, revisions to lighting for apron & taxiways, etc, Airport. *Pitt Meadows B C:* Jack Cewe Ltd, surface treatment of runway 07-25, etc, Airport. *Prince George B C:* Caledonia Electric Ltd, installation of runway approach & taxiway lighting, Airport; Lodon Contract-

ing Co Ltd, clearing approaches for runways 05-23 & 18-36. *Terrace B C:* Houle Electric Ltd, installation of lighting on extension to runway 14-32, etc, Airport. *Victoria B C:* Modern Building Cleaning Service of Canada Ltd, cleaning Air Terminal & control tower bldgs, International Airport. *Westview B C:* Nanaimo Bulldozing Co Ltd, recapping of runway, Airport. *Lower Post, B C & Watson Lake Y T:* 918 Construction Ltd, construction of dwellings. *Dawson City Y T:* Solar Construction Co Ltd, construction of dwelling units & related work. *Yellowknife N W T:* Byrnes & Hall Construction Ltd, reconstruction of radio range bldgs, etc.

In addition, this Department awarded 21 contracts containing the General Fair Wages Clause.

General Assistance Legislation

(*Continued from page 785*)

less than he is eligible to receive under Section 7(c) of The Social Assistance Act, the Old Age Assistance Act, the Blind Persons' Allowances Act or the Old Age Security Act. Should the total amount paid to a municipal unit for the maintenance of a needy person exceed the cost to the municipality, the excess is to be paid or credited to the person being maintained or to the person making payment on his behalf.

NEW BRUNSWICK

Order-in-Council 63/274 under the Health Act, gazetted May 8, 1963, amends Regulations for the Inspection, Licensing and Control of Nursing Homes and Places Offering Accommodation for the Aged and Infirm.

Under the amended Regulations non-ambulatory patients in nursing homes may be accommodated on floors above the ground level if the building was formerly used and approved as a hospital. The approval of the Minister and of the Fire Marshal is necessary, and 24-hour supervision of patients is required.

—Research and Statistics Division, Department of National Health and Welfare.

Decisions of Umpire

(*Continued from page 814*)

Most of the experience of the claimant has been in retail clothing stores and it is normal for her to build her hopes of permanent employment in the field that she found likable.

I would therefore allow the claimant's appeal. . .

The claimant appealed to the Umpire on April 15 and said, "I refused the job given to me by the Unemployment Commission because my former employer called me in to commence work two days prior to your call for a job."

Considerations and Conclusions: The purpose of the Unemployment Insurance Act is to alleviate the hardship created by involuntary unemployment, and the idea that an insured person has the choice of working or collecting benefit has always been repugnant to the Umpire, as can be seen in several decisions and particularly in CUBs 2044 and 2054.

In the instant case, the claimant was offered suitable employment of a continuing nature and her reason for refusing it, namely that she wanted "to wait for any work that [her former employer] might give her," is, in the absence of evidence that she had a definite prospect of continuing employment there in the near future, nothing but an option to collect unemployment insurance benefit instead of working.

In view of the foregoing, I consider that the majority decision of the board of referees should be affirmed.

I consequently decide to dismiss the claimant's appeal.

PRICE INDEX

Consumer Price Index, August 1964

The consumer price index (1949=100) decreased 0.1 per cent to 136.1 at the beginning of August from 136.2 in July. The August index was 1.6 per cent above the August 1963 index of 133.9.

The food, clothing and transportation components contributed to the decline in the month. The housing, recreation and reading, and tobacco and alcohol components were unchanged and the health and personal care index increased slightly.

The food index was 0.2 per cent lower in August at 135.1 from 135.4, reflecting lower prices for fresh fruit and vegetables, sugar, jam, lamb, veal and lower priced cuts of beef. Prices were higher for dairy products, eggs, coffee and tea, soft drinks, catsup, butter, margarine, higher priced beef cuts, rib chops, cured pork, fish, and poultry.

The housing index was unchanged at 138.7. A slight increase in the shelter component offset a decrease in household operation. In shelter, higher insurance rates moved the index. The household operation index declined 0.1 per cent, reflecting sale prices for furniture, floor coverings, curtain material, and utensils and equipment. Prices for household supplies and services were slightly higher.

The clothing index declined 0.1 per cent to 118.9 from 119.0 as a result of sale prices for men's and children's wear and footwear. Slightly higher prices were recorded for women's wear and piece goods.

The transportation index was 0.1 per cent lower at 141.4 from 141.6 in July. Lower prices for new cars moved the automobile operation component but lower taxi fares in a few cities were not sufficient to move the local transportation component.

The health and personal care index increased 0.1 per cent to 167.5 from 167.3. An increase in the health care component resulted from higher prices for pharmaceuticals and prescriptions but the personal care component declined owing to lower prices for some personal care supplies.

The recreation and reading index was unchanged at 151.5. Slightly higher prices for camera film, bicycles and admissions to sporting events were not sufficient to move the index.

The tobacco and alcohol index remained at 120.2.

Group indexes in August 1963 were: food 133.2, housing 136.3, clothing 115.9, transportation 141.0, health and personal care 162.8, recreation and reading 148.8, and tobacco and alcohol 118.1.

City Consumer Price Indexes, July 1964

Consumer price indexes were higher in nine of the ten regional cities and unchanged in the other between June and July. Increases ranged from 0.4 per cent in Halifax, Montreal, and Toronto to 0.7 per cent in St. John's and Ottawa.

Food indexes were higher in all cities, by from 0.6 per cent in Winnipeg to 2.5 per cent in Ottawa. Indexes for housing edged up in two cities, were unchanged in five and lower in three. One city had a higher and three a lower clothing index; six were unchanged. In the transportation component, nine cities had declines and the tenth was unchanged. Health and personal care indexes rose in one city, fell in three and were unchanged in six. There were mixed movements in the recreation and reading indexes: four higher and six lower. Tobacco and alcohol indexes were unchanged in all cities but St. John's, where there was an increase.

Regional consumer price index point changes between June and July were as follows: Ottawa +1.0 to 136.9; St John's +0.9 to 121.9*; Saint John +0.7 to 135.5; Saskatoon-Regina +0.7 to 130.5; Montreal +0.6 to 135.8; Edmonton-Calgary +0.6 to 128.7; Vancouver +0.6 to 133.3; Halifax +0.5 to 132.7; Toronto +0.5 to 137.6. Winnipeg remained unchanged at 132.4.

Wholesale Price Index, July 1964

Canada's general wholesale index (1935-39=100) eased down 0.2 per cent to 244.9 in July from the June index of 245.4 and was 0.5 per cent lower than the July 1963 index of 246.2.

Four of the eight major group indexes were lower, and three were higher. The remaining one, iron products, was unchanged.

The animal products group index declined 0.9 per cent to 252.0 from 254.3, the vegetable products group index decreased 0.2 per cent to 220.9 from 221.4. Decreases of 0.2 per cent occurred also in the textile products group index, to 248.0 from 248.6, and in the chemical products group index, to 191.2 from 191.6.

Three major group indexes advanced by 0.2 per cent or less in July; non-metallic minerals to 190.8 from 190.5; wood products to 332.6 from 332.3; and non-ferrous metals to 205.0 from 204.9.

The iron products group index was unchanged at 255.1.

The index of Canadian farm product prices at terminal markets (1935-39=100)

* On base June 1951=100.

declined 0.7 per cent from 226.0 to 224.5 in the four-week period ended July 24. The animal products index dropped 1.0 per cent from 271.6 to 269.0, and the field products index declined 0.1 per cent from 180.3 to 180.1.

The price index of non-residential building materials (1949=100) in July was 141.4, unchanged from June. The price index of residential building materials (1935-39=100) eased off 0.1 per cent in July to 330.5 from 330.8 in June.

U.S. Consumer Price Index, July 1964

The United States consumer price index (1957-59=100) rose 0.3 per cent to 108.3 in July from 108.0 in June. This was the sharpest increase of the year. The index in July 1963 stood at 107.1.

Rising food prices were responsible for the increase. Meats, fresh fruits and vegetables were among the items that cost more in July.

British Index of Retail Prices, June 1964

The British index of retail prices (Jan. 16, 1962=100) stood at 107.4 in mid-June, compared with 107.0 in mid-May. The June 1963 index was 103.9.

The rise in the index during the month was due mainly to higher prices for beef and some other food items. The food index rose to 109.1 from 107.8 in May.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 191

Ability Tests

1. BERDIE, RALPH FREIMUTH. *Testing in Guidance and Counseling* [by] Ralph F. Berdie [and others] New York, McGraw-Hill, 1963. Pp. 288.

2. U.S. OFFICE OF EDUCATION. *Types of Tests in Project Talent; Standardized Aptitude and Achievement Tests,* by John T. Dailey and Marion F. Shaycroft. Washington, GPO, 1961. Pp. 62.

Automation

3. NEW SOUTH WALES. INDUSTRIAL COMMISSION OF INQUIRY INTO RECENT MECHANISATION AND OTHER TECHNOLOGICAL CHANGES IN INDUSTRY. *Report and Recommendations of the Hon. Mr. Justice Richards on the inquiry into Recent Mechanisation and Other Technological Changes in Industry, 1963.* Sydney, Government Printer, 1963. Pp. 228.

4. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Occupational Training: Pathway to Employment; a Report of Occupational Training under the Area Redevelopment Act, for the Fiscal Year ending June 30, 1963.* Washington, GPO, 1964. Pp. 36.

Conferences

5. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 16th, 1963. *Proceedings.* Albany, Matthew Bender, 1963. Pp. 359.

Conference held June 10, 11, 12, 1963.

Some topics discussed at this conference were: race discrimination and the U.S. National Labor Relations Act, lockouts, automation and the retraining of employees, plant removal and its effect on employees, government's role in industrial relations, the functioning of the U.S. National Labor Relations Board, arbitration of national emergency strikes, and various aspects of labour arbitration.

6. CONFERENCE ON STATISTICS, SIR GEORGE WILLIAMS UNIVERSITY, MONTREAL, 1961. *Papers.* Edited by Wm. C. Hood and John A. Sawyer. Toronto, University of Toronto Press, 1963. Pp. 170.

Conference held June 11-12, 1961, sponsored by the Canadian Political Science Association.

Contents: Regional Aspects of Labour Mobility in Canada, 1956-1959, by H. F. Greenway and G. W. Wheatley. The Flow of Migration among the Provinces in Canada, 1951-1961, by Yoshiko Kasahara. Population Migration in the Atlantic Provinces, by Kari Levitt. La détermination des zones agricoles sous-marginales, par Gerald Fortin. Some Calculations relating to Trends and Fluctuations in the Post-War Canadian Labour Market, by Frank L. Denton. Inter-industry Estimates of Canadian Imports, 1949-1958, by T. I. Matuszewski, Paul R. Pitts, and John A. Sawyer.

7. FEDERAL-PROVINCIAL CONFERENCE, OTTAWA, 1963. [*Proceedings*. Ottawa, Queen's Printer, 1964] Pp. 123.

Conference held in Ottawa, November 26 to 29, 1963.

Contains statements and submissions by the Prime Minister and by the provincial Premiers. Some of the topics discussed were the state of the Canadian economy, conditional grants and shared-cost programs, fiscal relations, the Canada Pension Plan, etc.

8. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Highlights of Conference observing the 25th Anniversary of the National Apprenticeship Program, Washington, D.C., August 21, 1962*. Washington, GPO, 1963. Pp. 32.

Disabled—Rehabilitation

9. BAUMAN, MARY KINSEY. *Placing the Blind and Visually Handicapped in Professional Occupations*, by Mary K. Bauman and Norman M. Yoder. Prepared under a Grant from the Office of Vocational Rehabilitation, Dept. of Health, Education and Welfare. [n.p.] 1962. Pp. 254.

10. BRITISH COUNCIL FOR REHABILITATION OF THE DISABLED. *The Handicapped School-Leaver; Report of a Working Party Commissioned by the British Council for Rehabilitation of the Disabled under the Chairmanship of Elfed Thomas, and in Scotland under the Chairmanship of Thomas Ferguson*. London [1963?] Pp. 171.

11. GUTHRIE, DUNCAN. *Rehabilitation in Tropical Africa, 1963; a Report on Existing Services with Certain Recommendations for Developments*. London, National Fund for Research into Poliomyelitis and Other Crippling Diseases, 1963. 1 volume (unpaged).

The author was invited to visit Africa by the International Society for Rehabilitation of the Disabled to survey rehabilitation services there and to make a report thereon.

Dropouts

12. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Apprentice Dropouts in the Construction Industry*. Washington, 1960. Pp. 12.

13. WATSON, GOODWIN BARBOUR, Ed. *No Room at the Bottom; Automation and the Reluctant Learner*. Washington, Project on the Educational Implications of Automation, National Education Association, 1963. Pp. 102.

Based on the Proceedings of a Symposium held in St. Louis, Mo., Aug. 29, 1962, sponsored by the Project on the Educational Implications of Automation, National Education Associatoin.

A discussion of ways and means of motivating reluctant learners, or dropouts, to continue their schooling. Automation requires a higher level of education and greater flexibility. The preface of this book states, "In brief, automation means there is *no room* (or very little room) *at the bottom* of the ladder of occupational skills."

Economic Conditions

14. FOOHEY, DAVID E. *An Explanation of Quarterly Fluctuations in Canadian Consumption Expenditure*. Ottawa, Economics and Research Branch, Dept. of Labour, 1962. Pp. 12.

15. GALBRAITH, JOHN KENNETH. *Economic Development in Perspective*. Cambridge, Harvard University Press, 1963 [c.1962] Pp. 76.

This book is based on five lectures given in India in 1961 while the author was American ambassador there. He discusses the various types of help required by developing nations.

16. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1963*. New York, United Nations, 1964. Pp. 238.

Education

17. CONANT, JAMES BRYANT. *The Education of American Teachers*. New York, McGraw-Hill, 1963. Pp. 275.

The author along with several collaborators made a two-year (1961-1963) study of teacher certification policies in 16 state capitals and of teacher-training programs in 77 institutions in 22 states. As a result of his investigations, he suggests some changes in teacher education.

18. DOWNEY, LAWRENCE WILLIAM, Ed. *The Canadian Secondary School: an Appraisal and a Forecast; a Collection of the Papers delivered at the Conference on the Canadian High School sponsored by the Department of Secondary Education, University of Alberta*, edited by Lawrence W. Downey and L. Ruth Godwin. Toronto, Macmillan Co. of Canada and W. J. Gage, c1963. Pp. 128.

Partial Contents: Re-assessing the Purposes of Secondary Education. Accommodating Differences among Students. Accounting for the Adolescent Culture. Teaching in the Secondary School. Looking at Secondary Education in Other Nations [in Great Britain and in the U.S.]. Anticipating the Shape of Things to come.

19. COUNCIL OF CHIEF STATE SCHOOL OFFICERS. *State Department of Education Leadership through Research, a Policy Statement*. Washington, 1963. Pp. 31.

20. GREAT BRITAIN. CENTRAL ADVISORY COUNCIL FOR EDUCATION (ENGLAND). *Half our Future; a Report*. London, HMSO, 1963. Pp. 299.

The Council's terms of reference were "To consider the education between the ages 13 and 16 of pupils of average or less than average ability who are or will be following full-time courses either at school or in establishments of further education. The term education shall be understood to include extra-curricular activities."

21. INSTITUTE ON PROGRAMMING, STAMFORD, CONN., 1961. *Programmed Instruction in Industry and Education; Proceedings of the Institute on Programming,* sponsored by Public Service Research inc., Stamford, Conn. Editor: Gilbert E. Teal. Associate editors: George L. Geis and Ralph A. Fabrizio. With a Foreword by Donald E. Payne. Stamford, Conn., Public Service Research, 1963. Pp. 316.

Institute held July 10-14, 1961.

22. NEW YORK (STATE). COMMITTEE ON MEDICAL EDUCATION. *Education for the Health Professions; a Comprehensive Plan for Comprehensive Care to meet New York's Needs in an Age of Change; A Report to the Governor and the Board of Regents.* [Albany, Board] of Regents, New York State Education Dept.] 1963. Pp. 114.

The Committee studied and made recommendations on health care needs in New York State over the next 20 years.

Electronic Data Processing

23. AMERICAN MANAGEMENT ASSOCIATION. *Case Studies in Computer-based Management.* New York, c1963. Pp. 43.

Partial Contents: The Computer: New Opportunities and Responsibilities. A General Management Computer System. Application of Computer-based Management to Manufacturing. The Impact of Computer-based Management Operations on Marketing. Computer-controlled Freight Operations. The Need for Systems Specialists.

24. CANADA. DEPARTMENT OF LABOUR. *A Second Survey of Electronic Data Processing in Canada, 1962.* Queen's Printer, 1964. Pp. 83.

Contents: The Status of Electronic Data Processing in Canada, 1962. Computer Utilization. Electronic Data Processing Personnel. Potential Employment Impact. Salaries of E. D.P. Personnel. Also includes alphabetic lists of computer users and of computer manufacturers and distributors co-operating in the survey.

25. MUMFORD, ENID. *Living with a Computer.* London, Institute of Personnel Management, 1964. Pp. 43.

Tells of the experience of nine British industrial and commercial firms in planning for and installing computers. Considers why a company instals a computer, when staff should be told about the company's plans for installation, how management and the clerical staff react when a computer is installed, what kind of staff is needed to run it, and the special responsibilities of the personnel manager.

26. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Electronic Data Processing—I; a Suggested 2-year Post High School Curriculum for Computer Programmers and Business Applications Analysts.* Washington, GPO, 1963. Pp. 49.

Industrial Health

27. INTERNATIONAL OCCUPATIONAL SAFETY AND HEALTH INFORMATION CENTRE. *Health and Safety Aspects of Automation and Technological Change; [a Collection of Abstracts, 1956 to 1962.* Washington, U.S. Dept. of Labor, Manpower Administration] Office of Manpower, Automation and Training, 1964. Pp. 181.

The International Occupational Safety and Health Information Centre was set up by the International Labour Organization in 1959 and has its headquarters at the International Labour Office. This publication was issued by the United States Department of Labour.

28. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1963.* Winnipeg, 1964. Pp. 32.

29. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Work-Injury Rates in the Highway and Street Construction Industry, 1961.* Washington, GPO, 1963. Pp. 37.

Industrial Relations

30. INTERNATIONAL LABOUR OFFICE. *The Scope and Methods of Collective Bargaining in the Iron and Steel Industry.* Third item on the agenda. Geneva, 1963. Pp. 102.

At head of title: Report 3. International Labour Organization. Iron and Steel Committee. 7th sess., Cardiff, 1963.

31. KAISER STEEL CORPORATION-UNITED STEELWORKERS OF AMERICA LONG RANGE COMMITTEE. *The Long Range Sharing Plan of Kaiser Steel Corporation, Fontana Operations, and the United Steelworkers of America, Locals No. 2869 & No. 3677.* December 1962. [Fontana, Cal.? 1962?] 41.

The Long Range Committee of the Kaiser Steel Corporation and United Steelworkers of America is a tripartite committee representing the company, the union and general public. It devised a plan to deal with increases in cost-of-living and to promote stable employment conditions, etc.

Labour Laws and Legislation

32. FALCONE, NICHOLAS S. *Labor Law*. New York, Wiley, 1962. Pp. 502.

Deals with the development of labour law in the U.S. up to the Labor-Management. Reporting and Disclosure Act (the Landrum-Griffin Act) of 1959.

33. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Mexico*. Washington, GPO, 1963. Pp. 70.

Labour Organization

34. CANADIAN LABOUR CONGRESS. *Report of Proceedings, Fourth Constitutional Convention, Vancouver, B.C., April 9-13, 1962*. Ottawa, 1962. Pp. 161.

35. CANADIAN LABOUR CONGRESS. EXECUTIVE COUNCIL. *Report to the Fourth Constitutional Convention, Vancouver, B.C., April 1962*. Ottawa, 1962. Pp. 97.

36. INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. PUBLIC REVIEW BOARD. *Sixth Annual Report to the Membership of the United Automobile, Aerospace and Agricultural Implement Workers of America, 1962-1963*. Detroit, 1964. Pp. 36.

The UAW Public Review Board examines union members' complaints concerning union administration.

37. TEXTILE WORKERS UNION OF AMERICA. *Proceedings, Twelfth Biennial Convention, Miami Beach, Fla., May 7-11, 1962*. New York, 1962. Pp. 210.

38. UNITED STEELWORKERS OF AMERICA. *Proceedings of the Eleventh Constitutional Convention held in Miami Beach, September 17 to 21, 1962*. Pittsburgh, 1963. Pp. 551.

39. UNITED STEELWORKERS OF AMERICA. DISTRICT No. 6. *Director's Report [to the] National Policy Conference, April 16-17-18, 1964, Montreal, Quebec*. Toronto, 1964. Pp. 75.

Labour Supply

40. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *The Geographic Mobility of Labor: A First Report* by John B. Lansing [and others] prepared for U.S. Area Redevelopment Administration, U.S. Social Security Administration [and] U.S. Bureau of Employment Security. Ann Arbor, 1963. Pp. 315.

The results presented in this study are based on three separate sets of interviews carried out in 1962 by the Survey Research Center of the University of Michigan. Information is given concerning patterns of mobility, determinants of mobility, the process of moving, attitudes toward employment agencies, experience with public assistance and welfare, and redevelopment areas and mobility.

41. U.S. BUREAU OF LABOR STATISTICS. *Scientists, Engineers, and Technicians in the 1960's; Requirements and Supply*. Washington, GPO, 1964. Pp. 68.

"Prepared for the National Science Foundation."

42. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE, *Nation's Manpower Revolution. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-eighth Congress, First Session, relating to the Training and Utilization of the Manpower Resources of the Nation*. Washington, GPO, 1963-1964. 9 parts.

Hearings held May 20-December 5, 1963. The Committee's hearings dealt with unemployment, its causes, and possible solutions for its education. Proposed legislation was considered as well.

43. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *People, Skills, and Jobs; Highlights from the Manpower Report of the President*. Washington, GPO, 1963. Pp. 29.

"Presents a brief explanation of [the United States"] most pressing manpower problems."

Labouring Classes

44. DOWNIE, JAMES H. *Some Social and Industrial Implications of Shift Work; Summary of an Investigation by the Study Groups based on HRH The Duke of Edinburgh's Study Conference, 1956*. London, Industrial Welfare Society, 1963. Pp. 24.

45. SAYLES, LEONARD ROBERT. *Behavior of Industrial Work Groups: Prediction and Control*. New York, Wiley, 1958. Pp. 182.

Seeks to present an appraisal of human relations in industry and to explain why work groups differ in their relations to management and the union. The author considers why some sections of a factory are always embroiled in friction while other sections work in harmony.

46. U.S. BUREAU OF LABOR STATISTICS. *Labor in Indonesia*. Washington, GPO, 1963. Pp. 64.

47. U.S. BUREAU OF LABOR STATISTICS. *Labor in Mexico*. Washington, GPO, 1963. Pp. 108.

48. U.S. BUREAU OF LABOR STATISTICS. *Labor in Nigeria*. Washington, GPO, 1963. Pp. 45.

Study prepared for the Agency for International Development (AID).

Minimum Wages

49. AUSTRALIA. BUREAU OF CENSUS AND STATISTICS. *Minimum Wage Rates, January 1961 to June 1963.* Canberra, 1963. Pp. 18.

50. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Restaurants and Other Food Service Enterprises. Data pertinent to an Evaluation of the Need for and the Feasibility of extending the Minimum Wage.* January 1964. Washington, GPO, 1964. Pp. 93, 71.

Occupations

51. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Mining Occupations.* 2d ed. Ottawa, Queen's Printer [1963] Pp. 48.

"This booklet deals, primarily, with manual jobs in the four main branches of mining—exploration, development, mining (both surface and underground), well drilling (oil and natural gas), as well as milling and other primary treatments and mine-to-market operations." Includes information on preparation and training, advancement, working conditions, employment outlook, and earnings, etc.

52. UNITED STEELWORKERS OF AMERICA. *Job Description and Classification Manual for Hourly Rated Production, Maintenance and Non-confidential Clerical Jobs.* January 1, 1963. [By] United Steelworkers of America and Coordinating Commitee Steel Companies. Pittsburgh, 1963. 1 volume (unpaged).

Wages and Hours

53. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment and Earnings in the Scientific and Technical Professions, 1959-1962.* Ottawa, Queen's Printer, 1963. Pp. 24.

54. McCULLOCH, JOHN RAMSAY. *A Treatise on the Circumstances which determine the Rate of Wages and the Condition of the Labouring Classes.* New York, Augustus M. Kelley, Bookseller, 1963. Pp. 117.

Facsimile reprint of the 2nd edition, corrected and improved, 1854.

Original title page reads: *A Treatise on the Circumstances which determine the Rate of Wages and the Condition of the Labouring Classes; including an Inquiry into the Influence of Combinations.* 2d ed., corrected and improved. London, G. Routledge & Co., 1854.

The author (1789-1864) was a British economist and statistician. He was professor of political economy at London University from 1828 to 1832 and in 1838 he became comptroller of H.M. Stationery Office.

55. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Iron and Steel Foundries, November 1962.* Washington, GPO, 1963. Pp. 63.

56. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, February-March, 1963; Accountants and Auditors, Attorneys, Personnel Management, Engineers and Chemists, Engineering Technicians, Draftsmen, Office Clerical.* Washington, GPO, 1963. Pp. 55.

Women

57. U.S. WOMEN'S BUREAU. *Governors' Commissions on the Status of Women.* Washington, 1964. Pp. 8.

U.S. Women's Bureau Leaflet 38.

58. U.S. WOMEN'S BUREAU. *Women Telephone Workers and Changing Technology.* Washington, GPO, 1963. Pp. 46.

Indicates the effects of technological improvements on the number of women employed in the telephone industry; considers the gradual changes in job content caused by automation; and suggests what might happen in the employment situation in the future.

59. WARD, BARBARA E., Ed. *Women in the New Asia; the Changing Social Roles of Men and Women in South and South-East Asia.* Paris, UNESCO, 1963. Pp. 529.

Contains the result of a gathering of material made under the auspices of the UNESCO Major Project on Mutual Appreciation of Eastern and Western Cultural Values.

Miscellaneous

60. CANADA. CIVIL SERVICE COMMISSION. MANAGEMENT ANALYSIS DIVISION. *Forms Design and Control Manual.* Rev. ed. Ottawa, Queen's Printer, 1963. Pp. 82.

61. COUNCIL OF SOCIAL PLANNING, ALAMEDA COUNTY, CAL. *Report of the Homemaker Demonstration Project; a Pilot Project jointly sponsored by Council of Social Planning, Alameda County and Department of Social Welfare, State of California.* Oakland, Cal., 1963. Pp. 22.

62. COUNCIL ON AGING FOR SEATTLE AND KING COUNTY. *Helping Others to a Better Tomorrow; Preretirement Planning Handbook for Use of Employers, Labor Organizations and Professional Societies. Sponsor's Guide.* Seattle [1963?] Pp. 11, 14.

63. DYNES, RUSSELL ROWE. *Social Problems; Dissensus and Deviation in an Industrial Society* [by] Russell R. Dynes [and others] New York, Oxford University Press, 1964. Pp. 594.

A sociology textbook with particular application to the United States. Some of the topics considered are: the community, religion, science, medical care, mass communication, mass leisure, minority groups in the U.S., mental illness, and criminal behavior.

64. ELKIN, FREDERICK. *The Family in Canada; an Account of Present Knowledge and Gaps in Knowledge about Canadian Families.* Ottawa, Canadian Conference on the Family, 1964. Pp. 192.

"This volume was commissioned by the Canadian Conference on the Family (meeting in Ottawa, June 4 to 10, 1964) as a preliminary study and as a source book on families in Canada."

65. GRAUBARD, STEPHEN RICHARDS. *British Labour and the Russian Revolution, 1917-1924.* Cambridge, Harvard University Press, 1956. Pp. 305.

Examines the influence of the Russian Revolution on the British Labour Party and the British trade union movement during the years 1917 to 1924.

66. INTERNATIONAL LABOUR OFFICE. *Substitution for Article 35 of the Constitution of the International Labour Organization of the Proposals referred to the Conference by the Governing Body at its 157th Session.* Ninth item on the agenda. Geneva, 1964. Pp. 19.

At head of title: Report 9. International Labour Conference. 48th sess., Geneva, 1964.

Contains text in English and French of the Draft Instrument for the Amendment of the Constitution of the International Labour Organization for consideration by those attending the 48th Session of the ILO.

67. KOHLER, MARY CONWAY. *Youth in the World of Work; Some Demonstrations of Guidance, Training and Work Programs for Youth in the United States.* [Prepared by Mary Conway Kohler and Marcia K. Freedman. New York, Taconic Foundation, 1962] Pp. 59.

68. PACKARD, VANCE OAKLEY. *The Naked Society.* New York, D. McKay, Co., 1964. Pp. 369.

The author examines invasions of the individual's privacy, such as "lie detector" tests for employment, wiretapping, investigation of the individual's background by private detectives for various reasons, etc.

69. U.S. BUREAU OF LABOR STATISTICS. *National Emergency Disputes under the Labor Maangement Relations (Taft-Hartley) Act, 1947-62.* Rev. ed. Washington, GPO, 1963. Pp. 36.

Collective Bargaining Scene

(*Continued from page 795*)

provision for 3 wks. vacation after 5 yrs. of service and 4 wks. after 20 yrs. of service; apprenticeship program to be introduced; rate for labourer will be $2.26 an hr. after Dec. 1, 1966; agreement to expire Aug. 31, 1967.

MANITOBA TELEPHONE—IBEW (AFL-CIO/CLC) (TRAFFIC EMPL.): 19-mo. agreement covering 1,000 empl.—wage increases of 4¢ to 6¢ an hr. retroactive to April 1, 1964 and 3¢ to 5¢ an hr. eff. April 1, 1965; 4 wks. vacation after 30 yrs. of service (formerly after 35 yrs.); agreement to expire March 31, 1966.

MCCORMICK'S LTD., LONDON, ONT.—MILLERS (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—wage increases of 7¢ an hr. eff. Aug. 12, 1964 and 7¢ an hr. eff. Aug. 12, 1965 for male empl.; wage increases of 5¢ an hr. eff. Aug. 12, 1964 and 5¢ an hr. eff. Aug. 12, 1965 for female empl.; wage increases of 12¢ an hr. eff. Aug. 12, 1964 and 7¢ an hr. eff. Aug. 12, 1965 for maintenance empl.; 3 wks. vacation after 11 yrs. of service (formerly after 12 yrs.); rate for labourer will be $1.93 an hr. after Aug. 12, 1965; agreement to expire Aug. 12, 1966.

OKANAGAN FEDERATED SHIPPERS' ASSN., OKANAGAN VALLEY, B.C.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 4,000 empl.—wage increases of 9¢ an hr. for male empl., 6¢ an hr. for female empl. and 3% on piece rates eff. Sept. 1, 1964; additional wage increases of 5¢ an hr. for male empl., 3¢ an hr. for female empl. and 2% on piece rates eff. Sept. 1, 1965; agreement to expire August 31, 1966.

PACIFIC PRESS, VANCOUVER, B.C.—NEWSPAPER GUILD (AFL-CIO/CLC): 3-yr. agreement covering 640 empl.—general wage increases (compounded) of 3½% retroactive to July 1, 1964, 3½% eff. July 1, 1965 and 3½% eff. July 1, 1966; 4 wks. vacation after 19 yrs. of service eff. Jan. 1, 1967 (at present after 25 yrs.); provision for employment guarantee during life of agreement for staff employed up to July 1, 1964; provision for joint standing committee to study effects of technological change and to make recommendations for relocation and retraining of empl.; employer to contribute toward retraining; rate for clerk after July 1, 1966 will be $56 a wk.; agreement to expire June 30, 1967.

SASK. WHEAT POOL (COUNTRY ELEVATOR DIV.), SASKATOON, SASK.—SASK. WHEAT POOL EMPL. (CLC) (OPERATING EMPL.): 2-yr. agreement covering 1,000 empl.—general wage increases of 4% in first yr. of agreement and 2½% in second yr. of agreement; 2 wks. vacation after 1 yr. of service maintained, 3 wks. vacation after 6 yrs. of service (formerly after 25 yrs.) and 4 wks. vacation after 26 yrs. of service (new provision); monthly salary for agent grade 1 will be $273; agreement to expire July 31, 1966.

SWIFT CDN., MONCTON, N.B., TORONTO, ONT., ST. BONIFACE, MAN., EDMONTON, ALTA., RICHMOND, B.C. & UNION PACKING, CALGARY, ALTA.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 3,000 empl.—wage increases of 6¢ an hr. eff. Aug. 1, 1964 and 5¢ an hr. eff. Aug. 1, 1965; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); agreement to expire Aug. 1, 1966.

TORONTO CLOAK MFRS. ASSN., TORONTO, ONT.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl.—wage increases of 6½% for piece wkrs., $5 a wk. for empl. in cutting department and 10¢ an hr. for unskilled empl.; 1 additional paid holiday; rate for female general labourer $1.08 an hr.; agreement to expire June 30, 1967.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 22, 1964

(Estimates in thousands)

Source: Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	7,204	656	2,006	2,646	1,224	672
Men	5,214	494	1,484	1,855	899	482
Women	1,990	162	522	791	325	190
14–19 years	924	92	270	315	168	79
20—24 years	943	101	309	309	149	75
25–44 years	3,038	254	861	1,138	499	286
45–64 years	2,081	188	521	792	367	213
65 years and over	218	21	45	92	41	19
Employed	6,957	626	1,906	2,578	1,201	646
Men	5,028	468	1,405	1,808	883	464
Women	1,929	158	501	770	318	182
Agriculture	714	47	120	189	323	35
Non-agriculture	6,243	579	1,786	2,389	878	611
Paid Workers	5,760	513	1,626	2,235	818	568
Men	4,039	371	1,174	1,530	558	406
Women	1,721	142	452	705	260	162
Unemployed	247	30	100	68	23	26
Men	186	26	79	47	16	18
Women	61	*	21	21	*	*
Persons not in the Labour Force	5,584	631	1,679	1,817	939	518
Men	1,135	148	333	344	192	118
Women	4,449	483	1,346	1,473	747	400

* Less than 10,000.

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TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED AUGUST 22, 1964, CANADA

(Estimates in thousands)

SOURCE: Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,788	2,026	3,691	986	3,812	908	1,365
Labour Force	7,204	924	3,584	900	963	615	218
Employed	6,957	851	3,505	845	945	600	211
Unemployed	247	73	79	55	18	15	*
Not in the labour force	5,584	1,102	107	86	2,849	293	1,147
Participation rate [2]							
1964, August 22	56.3	45.6	97.1	91.3	25.3	67.7	16.0
July 18	56.7	47.5	97.0	91.4	25.1	68.3	15.9
Unemployment rate [3]							
1964, August 22	3.4	7.9	2.2	6.1	1.9	2.4	*
July 18	3.7	9.8	2.3	6.3	1.4	2.1	*

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The Labour Force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED AUGUST 22, 1964

(Estimates in thousands)

SOURCE: Labour Force Survey

	August 1964	July 1964	August 1963
Total Unemployed	247	265	270
On temporary layoff up to 30 days	16	16	18
Without work and seeking work	231	249	252
Seeking full-time work	216	227	239
Seeking part-time work	15	22	13
Seeking under 1 month	76	97	75
Seeking 1-3 months	89	86	95
Seeking 4-6 months	25	26	30
Seeking more than 6 months	41	40	52

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
June	48.3	513.6	169.9							1,843.2
July	49.0	500.1	172.4							1,815.8
August	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September	49.1	522.9	172.5							1,889.2
October	48.7	522.4	172.8							1,879.6
November	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December	48.0	516.7	166.6							1,824.6
1964—										
January	48.5	520.7	168.6							1,816.7
February	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March	48.8	529.8	165.4							1,839.5
April	47.3	532.6	170.6							1,870.5
May	49.2	548.1	175.6	75.2	376.1	105.8	826.4	1,820.9	225.9	1,942.8
June†	51.0	556.6	180.0							1,990.5
Seasonally Adjusted										
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
June	47.3	499.8	165.3							1,780.4
July	47.5	499.1	165.2							1,784.6
August	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September	48.3	508.7	168.7							1,818.9
October	48.5	513.9	170.2							1,834.1
November	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December	48.7	531.2	171.7							1,869.8
1964—										
January	49.1	536.7	173.5							1,891.3
February	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March	50.1	540.0	173.5							1,906.5
April	49.0	535.1	175.1							1,913.1
May*	48.8	541.6	174.6	88.2	374.6	105.6	825.5	1,789.5	225.6	1,924.8
June†	49.9	541.7	175.2							1,922.8

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Employment, hours and earnings statistics for June will appear in the October number.

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D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
August 1959	16,741	18,466	35,207	172,417	96,074	268,491
August 1960	13,748	14,427	28,175	236,969	117,044	354,013
August 1961	14,963	17,850	32,813	216,245	104,695	320,940
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
August 1963	25,610	23,933	49,543	208,509	106,482	314,991
September 1963	24,950	22,037	46,987	187,793	99,162	286,955
October 1963	24,210	20,861	45,071	219,966	106,320	326,286
November 1963	30,090	22,737	52,827	285,688	117,689	403,377
December 1963	18,913	15,351	34,264	432,390	131,532	563,922
January 1964	19,737	15,658	35,395	498,726	153,661	652,387
February 1964	18,323	17,154	35,477	508,125	154,378	662,503
March 1964	23,470	18,805	42,275	511,312	149,296	660,608
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964	30,955	23,676	54,631	319,268	126,509	445,777
June 1964	28,693	21,359	50,052	266,490	140,069	406,559
July 1964(1)	29,445	19,458	48,903	233,564	128,799	362,363
August 1964(1)	30,171	24,058	54,229	199,517	110,223	309,740

*Current Vacancies only. Deferred Vacancies are excluded.

(1)Preliminary.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, JULY 1963—JULY 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—July	235,602	110,746	86,824	50,519	73,561	41,398
1963—August	198,464	94,109	87,258	54,999	70,874	41,013
September	208,088	93,497	99,517	48,816	87,392	38,693
October	240,358	99,236	92,448	44,154	75,313	30,894
November	279,655	102,499	90,258	39,410	73,086	27,230
December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	106,810	61,876	34,850	49,017	24,454
February	214,467	78,941	55,008	32,358	44,376	22,297
March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July(1)	237,632	111,717	97,585	53,022	81,610	42,217

(1) Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING JULY 1964 (1)

(SOURCE: National Employment Service. Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from July 1963
Agriculture, Fishing, Trapping	**17,893**	**10,750**	**28,643**	**+ 3,728**
Forestry	**2,943**	**25**	**2,968**	**− 1**
Mining, Quarrying and Oil Wells	**849**	**94**	**943**	**+ 35**
Metal Mining	529	22	551	+ 87
Fuels	120	43	163	− 15
Non-Metal Mining	68	7	75	− 73
Quarrying, Clay and Sand Pits	61	4	65	+ 27
Prospecting	71	18	89	+ 9
Manufacturing	**15,373**	**8,969**	**24,342**	**+ 1,104**
Foods and Beverages	3,086	3,638	6,724	+ 144
Tobacco and Tobacco Products	13	30	43	+ 11
Rubber Products	181	60	241	+ 93
Leather Products	154	239	393	+ 67
Textile Products (except clothing)	480	311	791	+ 9
Clothing (textile and fur)	360	1,643	2,003	− 58
Wood Products	1,911	187	2,098	− 20
Paper Products	1,274	281	1,555	+ 10
Printing, Publishing and Allied Industries	391	451	842	+ 6
Iron and Steel Products	3,207	308	3,515	+ 474
Transportation Equipment	1,761	272	2,033	+ 268
Non-Ferrous Metal Products	472	172	644	− 126
Electrical Apparatus and Supplies	354	474	828	− 32
Non-Metallic Mineral Products	618	105	723	+ 74
Products of Petroleum and Coal	47	13	60	− 43
Chemical Products	559	317	876	+ 190
Miscellaneous Manufacturing Industries	505	468	973	+ 37
Construction	**11,940**	**262**	**12,202**	**− 153**
General Contractors	7,765	138	7,903	+ 39
Special Trade Contractors	4,175	124	4,299	− 192
Transportation, Storage and Communication	**7,722**	**387**	**8,109**	**+ 2,050**
Transportation	7,106	217	7,323	+ 1,895
Storage	472	67	539	+ 114
Communication	144	103	247	+ 41
Public Utility Operation	**322**	**39**	**361**	**− 13**
Trade	**8,431**	**5,623**	**14,054**	**+ 557**
Wholesale	3,776	1,818	5,594	+ 333
Retail	4,655	3,805	8,460	+ 224
Finance, Insurance and Real Estate	**688**	**1,097**	**1,785**	**+ 189**
Service	**15,449**	**14,971**	**30,420**	**+ 1,372**
Community or Public Service	842	1,302	2,144	+ 145
Government Service	4,079	1,299	5,378	+ 857
Recreation Service	3,045	334	3,379	+ 432
Business Service	2,683	925	3,608	− 401
Personal Service	4,800	11,111	15,911	+ 339
GRAND TOTAL	**81,610**	**42,217**	**123,827**	**+ 8,868**

(1) Preliminary.

TABLE D-4 –REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT JULY 31, 1964 [1]

(Source: National Employment Service. Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	7,518	2,112	9,630
Clerical Workers	18,550	45,381	63,931
Sales Workers	7,282	15,077	22,359
Personal & Domestic Service Workers	26,675	22,352	49,027
Seamen	1,093	26	1,119
Agriculture, Fishing, Forestry (Ex. log.)	5,062	779	5,841
Skilled and Semi-Skilled Workers	77,608	14,449	92,057
Food and kindred products (incl. tobacco)	775	366	1,141
Textiles, clothing, etc.	1,684	8,192	9,876
Lumber and lumber products	5,465	90	5,555
Pulp, paper (incl. printing)	927	346	1,273
Leather and leather products	776	780	1,556
Stone, clay & glass products	230	32	262
Metalworking	10,700	1,192	11,892
Electrical	1,978	1,200	3,178
Transportation equipment	1,448	73	1,521
Mining	815	.....	815
Construction	15,575	3	15,578
Transportation (except seamen)	13,859	94	13,953
Communications & public utility	406	24	430
Trade and service	3,601	1,091	4,692
Other skilled and semi-skilled	12,965	722	13,687
Foremen	1,567	232	1,799
Apprentices	4,837	12	4,849
Unskilled Workers	89,776	28,623	118,399
Food and tobacco	3,360	5,893	9,253
Lumber & lumber products	5,389	245	5,634
Metalworking	3,265	625	3,890
Construction	31,743	2	31,745
Other unskilled workers	46,019	21,858	67,877
GRAND TOTAL	**233,564**	**128,799**	**362,363**

[1] Preliminary.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JULY 31, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) July 31, 1964	Registrations Previous Year July 31, 1964
Newfoundland	**7,858**	**8,157**
Corner Brook	1,646	1,214
Grand Falls	561	591
St. John's	5,651	6,352
Prince Edward Island	**1,445**	**1,217**
Charlottetown	934	540
Summerside	511	677
Nova Scotia	**12,786**	**12,318**
Amherst	477	545
Bridgewater	481	459
Halifax	4,688	4,060
Inverness	215	223
Kentville	910	1,039
Liverpool	259	190
New Glasgow	1,152	1,523
Springhill	284	444
Sydney	2,339	1,886
Sydney Mines	483	565
Truro	855	816
Yarmouth	643	568
New Brunswick	**11,102**	**11,416**
Bathurst	969	890
Campbellton	1,141	797
Edmundston	451	634
Fredericton	995	1,199
Minto	170	234
Moncton (2)	2,662	2,902
Newcastle	863	887
Saint John	2,701	2,711
St. Stephen	542	475
Sussex	203	275
Woodstock	405	412
Quebec	**122,656**	**121,222**
Alma	1,236	1,568
Asbestos	332	291
Baie Comeau	461	391
Beauharnois	1,424	1,178
Buckingham	390	490
Causapscal	644	548
Chandler	895	977
Chicoutimi	1,625	2,101
Cowansville	326	324
Dolbeau	753	942
Drummondville	1,424	1,375
Farnham	199	278
Forestville	209	229
Gaspé	521	689
Granby	2,018	1,590
Hull	2,168	2,043
Joliette	4,868	3,045
Jonquière	2,228	2,200
Lachute	340	417
Lac Mégantic	462	435
La Malbaie	550	606
La Tuque	466	562
Lévis	2,300	1,611
Louiseville	502	740
Magog	382	429
Maniwaki	313	356
Matane	633	633
Mont-Laurier	449	400
Montmagny	825	762
Montréal	50,412	50,541
New Richmond	835	542
Port Alfred	453	653
Québec	10,079	8,851
Rimouski	1,174	1,267
Rivière du Loup	1,793	1,511
Roberval	1,285	1,019
Rouyn	1,420	1,981
Ste. Agathe des Monts	266	241
Ste. Anne de Bellevue	597	673
Ste. Thérèse	1,388	1,700
St. Hyacinthe	1,187	1,220
St. Jean	1,777	2,326
St. Jérôme	2,024	1,554
Sept-Iles	929	1,133
Shawinigan	2,970	2,849
Sherbrooke	3,445	3,878
Sorel	1,597	1,083
Thetford Mines	1,468	1,342
Trois-Rivières	3,032	3,556
Val d'Or	940	1,530
Valleyfield	1,550	2,026
Victoriaville	1,574	1,374
Ville St. Georges	1,518	1,162
Ontario	**127,066**	**127,546**
Arnprior	183	206
Barrie	848	832
Belleville	1,056	1,393
Bracebridge	312	274
Brampton	1,011	1,635
Brantford	2,020	1,674
Brockville	443	306
Carleton Place	317	268
Chatham	1,512	2,430
Cobourg	965	766
Collingwood	404	617
Cornwall	2,259	1,482
Elliot Lake	291	306
Fort Erie	295	492
Fort Frances	249	180
Fort William	1,150	1,203
Galt	1,166	829
Gananoque	204	126
Goderich	213	213
Guelph	1,086	1,094
Hamilton	8,675	8,723
Hawkesbury	311	340
Kapuskasing	332	643
Kenora	326	356
Kingston	1,314	1,339
Kirkland Lake	403	618
Kitchener	2,295	2,246
Leamington	485	972
Lindsay	967	698
Listowel	141	175
London	3,036	3,483
Long Branch	2,834	3,016
Midland	288	437
Napanee	229	259
New Liskeard	291	316
Newmarket	753	933
Niagara Falls	1,099	1,199
North Bay	729	684
Oakville	918	665
Orillia	529	618
Oshawa	10,218	10,850
Ottawa	5,273	4,555
Owen Sound	732	908
Parry Sound	146	160
Pembroke	803	801
Perth	291	327
Peterborough	1,668	1,894
Picton	176	127
Port Arthur	1,507	1,267
Port Colborne	623	517
Prescott	539	437
Renfrew	564	341
St. Catharines	4,557	4,813
St. Thomas	669	657
Sarnia	1,844	1,549
Sault Ste. Marie	1,474	1,564
Simcoe	1,132	1,598
Smiths Falls	271	248
Stratford	503	465
Sturgeon Falls	297	432
Sudbury	2,189	3,805
Tillsonburg	565	725
Timmins	1,008	1,230
Toronto	32,748	28,424
Trenton	636	647
Walkerton	417	312
Wallaceburg	601	610
Welland	2,474	1,913
Weston	3,000	2,876
Windsor	7,661	8,875
Woodstock	541	573

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JULY 31, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) July 31, 1964	Previous Year July 31, 1963		(1) July 31, 1964	Previous Year July 31, 1963
Manitoba	**14,984**	**15,035**	**British Columbia**	**38,208**	**38,756**
Brandon	781	808	Chilliwack	840	616
Dauphin	382	464	Courtenay	411	504
Flin Flon	132	141	Cranbrook	410	500
Portage la Prairie	427	465	Dawson Creek	718	971
The Pas	231	184	Duncan	386	515
Winnipeg	13,031	12,973	Kamloops	1,953	792
			Kelowna	695	633
Saskatchewan	**7,520**	**8,349**	Mission City	600	521
Estevan	174	119	Nanaimo	586	653
Lloydminster	107	112	Nelson	462	438
Moose Jaw	741	653	New Westminster	4,761	5,355
North Battleford	573	556	Penticton	813	745
Prince Albert	902	1,267	Port Alberni	511	551
Regina	2,184	2,808	Prince George	1,599	1,032
Saskatoon	1,937	1,916	Prince Rupert	659	662
Swift Current	214	217	Quesnel	435	461
Weyburn	106	110	Trail	524	529
Yorkton	582	591	Vancouver	18,466	19,061
			Vernon	574	700
Alberta	**18,738**	**19,369**	Victoria	2,577	2,873
Blairmore	308	261	Whitehorse	228	283
Calgary	6,577	6,103			
Drumheller	278	219			
Edmonton	8,447	9,290	**CANADA**	**362,363**	**363,385**
Edson	143	168			
Grande Prairie	567	707	Males	233,564	241,035
Lethbridge	1,022	1,064			
Medicine Hat	711	735			
Red Deer	685	822	Females	128,799	122,350

(1) Preliminary.

(2) Includes 355 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (Revised)*

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—May	4,152,000	3,901,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300
November	4,192,000	3,888,600	303,400
October	4,125,000	3,906,100	218,900
September	4,122,000	3,935,700	186,300
August	4,132,000	3,939,500	192,500
July	4,086,000	3,867,000	219,000
June	4,077,000	3,856,700	220,300
May	4,113,370	3,728,780	384,590†

* May 1963 to April 1964 revised on the basis of book renewal at June 1, 1963.

† The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

TABLE E-2 -CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, JUNE 30, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	May 29 1964	June 28 1963
CANADA	201,919	77,499	58,602	42,361	23,457	250,054	220,260
Male	127,241	51,096	38,363	24,732	13,050	171,311	142,117
Female	74,678	26,403	20,239	17,629	10,407	78,743	78,143
Nfld.	6,528	1,859	1,910	1,938	821	8,568	6,235
Male	5,342	1,576	1,607	1,580	579	7,289	5,319
Female	1,186	283	303	358	242	1,279	916
Prince Edward Island	694	288	183	134	89	916	805
Male	466	199	116	90	61	639	491
Female	228	89	67	44	28	277	314
Nova Scotia	9,467	3,128	3,108	1,978	1,253	13,660	11,307
Male	6,837	2,238	2,421	1,305	873	10,600	8,578
Female	2,630	890	687	673	380	3,060	2,729
New Brunswick	8,303	2,769	3,088	1,683	763	11,790	9,295
Male	5,834	1,900	2,356	1,129	449	9,247	6,786
Female	2,469	869	732	554	314	2,543	2,509
Quebec	65,459	24,554	20,752	12,915	7,238	80,794	69,712
Male	43,604	16,920	14,320	8,425	3,940	58,640	47,239
Female	21,854	7,634	6,432	4,490	3,298	22,154	22,473
Ontario	63,598	26,600	16,126	12,832	8,040	70,727	71,046
Male	35,038	15,384	8,842	6,491	4,321	41,287	41,055
Female	28,560	11,216	7,284	6,341	3,719	29,440	29,991
Manitoba	7,726	2,626	2,157	2,072	871	11,434	10,803
Male	4,547	1,538	1,411	1,116	482	7,650	7,002
Female	3,179	1,088	746	956	389	3,784	3,801
Saskatchewan	3,586	925	962	1,024	675	5,468	4,535
Male	1,850	510	542	495	303	3,522	2,457
Female	1,736	415	420	529	372	1,946	2,078
Alberta	10,691	3,238	3,497	2,773	1,183	17,197	12,089
Male	6,807	2,069	2,348	1,707	683	12,797	8,162
Female	3,884	1,169	1,149	1,066	500	4,400	3,927
British Columbia	25,867	11,512	6,819	5,012	2,524	29,500	24,433
Male	16,915	8,762	4,400	2,394	1,359	19,640	15,028
Female	8,952	2,750	2,419	2,618	1,165	9,860	9,405

* The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE JUNE 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,625	1,319	306	2,123	1,198	925	510
Prince Edward Island	291	203	88	274	182	92	126
Nova Scotia	3,248	2,306	942	3,270	2,242	1,028	1,196
New Brunswick	2,767	1,912	855	2,811	1,859	952	1,219
Quebec	29,205	19,214	9,991	28,496	19,031	9,465	12,601
Ontario	30,966	20,383	10,583	27,475	18,577	8,898	13,158
Manitoba	2,539	1,824	715	2,708	1,823	885	810
Saskatchewan	1,107	857	250	1,169	705	464	328
Alberta	3,578	2,529	1,049	3,815	2,442	1,373	1,319
British Columbia (incl. Yukon Territory)	11,501	7,689	3,812	12,582	7,381	5,201	3,568
Total, Canada, June 1964	86,827	58,236	28,591	84,723	55,440	29,283	34,835
Total, Canada, May 1964	105,182	73,249	31,933	116,078	88,458	27,620	32,731
Total, Canada, June 1963	82,802	53,618	29,184	84,302	56,601	27,701	30,089

* In addition, revised claims received numbered 29,367.

† In addition, 29,780 revised claims were disposed of. Of these, 2,814 were special requests not granted and 1,756 appeals by claimants. There were 6,963 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JUNE 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid
		$
Newfoundland	23,400	610,952
Prince Edward Island	2,699	56,176
Nova Scotia	33,606	741,896
New Brunswick	28,720	659,116
Quebec	227,993	5,569,379
Ontario	209,393	4,974,001
Manitoba	27,703	636,928
Saskatchewan	14,342	331,064
Alberta	38,230	962,747
British Columbia (including Yukon Territory)	78,096	1,995,476
Total, Canada, June 1964	684,182	16,537,735
Total, Canada, May 1964	1,361,151	33,117,274
Total, Canada, June 1963	675,263	15,986,894

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

TABLE F-1 –TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—August	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1964

(1949=100)

—	All items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	July 1963	June 1964	July 1964							
St. John's, Nfld.[1]	120.9	121.0	121.9	118.5	115.9	114.2	121.2	164.4	148.4	114.3
Halifax	132.0	132.2	132.7	130.4	133.2	129.0	135.1	167.4	169.9	124.6
Saint John	134.0	134.8	135.5	136.2	133.1	126.7	140.1	187.0	154.1	124.5
Montreal	133.4	135.2	135.8	141.4	135.6	110.8	158.2	174.9	151.6	123.7
Ottawa	134.5	135.9	136.9	137.3	137.0	123.7	156.8	172.9	148.0	125.3
Toronto	135.5	137.1	137.6	133.5	140.7	125.2	140.4	164.6	187.5	123.2
Winnipeg	130.9	132.4	132.4	132.6	128.8	124.9	134.6	182.4	141.3	127.2
Saskatoon-Regina	129.0	129.8	130.5	132.5	128.0	131.4	133.8	147.8	146.1	119.9
Edmonton-Calgary	127.8	128.1	128.7	126.8	126.9	128.1	128.9	169.9	144.5	119.7
Vancouver	132.3	132.7	133.3	133.2	135.3	121.8	139.4	155.1	149.4	121.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1]St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540, June issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963: July	32	66	17,647	181,910	0.15
August	31	58	11,882	75,130	0.07
September	31	64	9,643	87,760	0.08
October	51	83	26,625	143,980	0.12
November	11	42	5,761	46,560	0.04
December	11	29	4,218	35,770	0.03
*1964: January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16
July	38	72	18,183	147,710	0.12

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JULY 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	1	380	1,630
Forestry	...	...	...
Mines	...	...	...
Manufacturing	42	14,516	106,030
Construction	16	1,930	16,510
Transpn. & utilities	6	229	3,020
Trade	7	1,128	20,520
Finance	...	...	...
Service	...	...	...
Public administration	...	...	...
All industries	72	18,183	147,710

TABLE G-3—STRIKES AND LOCKOUTS, JULY 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	2	100	820
New Brunswick	1	39	40
Quebec	10	3,981	69,730
Ontario	37	3,545	36,490
Manitoba	5	644	4,220
Saskatchewan	5	311	930
Alberta	2	58	520
British Columbia	8	9,313	41,340
Federal	2	192	2,620
All jurisdictions	72	18,183	147,710

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accumulated		
AGRICULTURE						
Holland River Gardens, Federal Farms and United Farms, Bradford, Ont.	Teamsters Loc. 419 (AFL-CIO/CLC)	380	1,630	4,720	June 21 July 6	Wages, hours, welfare, vacations, statutory holidays~10¢ an hr. increase immediately, 10¢ over next 2½ years; 48 hr. wk., 10¢ an hr. bonus to be paid over those hours, further negotiations still in progress.
MANUFACTURING						
Food and Beverages						
Royal Oak Dairies, Hamilton and Burlington, Ont.	Retail, Wholesale Employees Loc. 422 (AFL-CIO/CLC)	205	410	410	July 3 July 6	Wages, welfare plan~Return of workers.
Wood						
MacMillan, Bloedel & Powell River, Port Alberni, B.C.	Office Employees Loc. 15 (AFL-CIO/CLC)	4,732	23,660	127,100	May 19 July 9	Union certification, wages, fringe benefits~Modified version of Rand formula, other improvements to be settled by arbitration.
Paper						
Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,400	8,800	June 1	Wages~
Printing and Publishing						
La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	26,400	49,200	June 3	Automation, hours, sick leave, vacations, apprentice rates~
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	680	11,220	11,220	July 9	Working conditions as affected by computers~
Primary Metals						
Barber Die Casting, Hamilton, Ont.	Steelworkers Loc. 4153 (AFL-CIO/CLC)	135	2,160	2,160	July 3 July 27	Disciplinary dismissal of two workers~Basis of settlement not available.
Consolidated Mining and Smelting, Kimberley and Trail, B.C.	Mine, Mill and Smelter Workers Locs. 651 and 480 (Ind.)	4,161	12,480	12,480	July 17 July 20	Wages, hours, premium pay for week-end work, other improvements ~ Wage increases, 20¢ an hr. premium pay for week-end work, 4 weeks vacation after 20 years, 40 hr. wk.
Machinery						
Brown-Boggs Foundry & Machine, Hamilton, Ont.	U. E. Loc. 520 (Ind.)	200	1,000	1,000	July 2 July 9	Misunderstanding regarding shift rotation~Return of workers.
Transportation Equipment						
Port Arthur Shipbuilding, Current River, Ont.	Various unions (AFL-CIO/CLC)	143	2,440	2,440	June 29 July 23	Wages, fringe benefits~5¢ an hr. increase retroactive to Apr. 1, 1964, 5¢ July 23, 1964, 5¢ Apr. 1, 1965, 5¢ Oct. 1, 1965, 7¢ April 1, 1966 and 3¢ Oct. 1, 1966; improved welfare benefits.
Canadian Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)	900	4,500	4,500	July 3 July 9	Presence at plant of outside workers on contract-out project~Agreement reached on all points.
Electrical Products						
Wagner-Leland (Division of Sangamo Co. Ltd.) Guelph, Ont.	I. U. E. Loc. 508 (AFL-CIO/CLC)	329	2,520	12,190	May 16 July 15	Wages~10¢ an hr. increase, other improvements.
Amalgamated Electric, Markham, Ont.	U.E. Loc. 542 (Ind.)	157	3,450	4,430	June 22	Wages~
Non-Metallic Mineral Products						
Iroquois Glass, Candiac, Que.	Glass and Ceramic Workers Loc. 250 (AFL-CIO/CLC)	305	1,830	1,830	July 24 July 31	Disciplinary dismissal of one worker~Return of workers.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accumulated		
Petroleum and Coal Products						
Standard Oil Co. of B.C., North Burnaby, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	122	610	610	July 3 July 10	Suspension of three workers for refusing to unload containers manufactured by a strikebound plant~Suspended workers reinstated, with return of workers when pickets withdrawn.
Chemical Products						
Canadian Industries, Millhaven, Ont.	Oil Workers Loc. 9670 (AFL-CIO/CLC)	325	330	330	July 17 July 18	Disciplinary suspension of one worker~Return of workers.
CONSTRUCTION						
Various electrical contractors, Niagara Peninsula, Ont.	I.B.E.W. Loc. 303 (AFL-CIO/CLC)	116	2,550	6,550	June 3	Wages, fringe benefits~
Various sheet-metal contractors Hamilton and Stoney Creek, Ont.	Sheet-Metal Workers Loc. 537 (AFL-CIO/CLC)	258	2,320	4,900	June 17 July 15	Wages~15¢ an hr. increase immediately, 5¢ Jan. 1, 1965, 5¢ May 1, 1965, 5¢ Sept. 1, 1965, 5¢ May 1, 1966, 10¢ Sept. 1, 1966, 5¢ Jan. 1, 1967.
Various building contractors, Okanagan Valley, B.C.	Carpenters Loc. 1719 (AFL-CIO/CLC)	249	3,370	3,410	June 24 Aug. 3	Wages~Wage increases varying according to classification and location.
Lakehead Builders' Exchange (Cement Finishing Div.) Fort William, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	132	1,320	1,320	July 10 July 23	Wages, retroactive pay for ready-mix truck drivers, other improvements~10¢ an hr. increase retroactive to May 1, 1964, 10¢ Jan. 1, 1965, 5¢ July 1, 1965; reduction in hours from 44-40, other improvements.
Various plastering contractors, Winnipeg, Man.	Plasterers Loc. 334 (AFL-CIO/CLC)	140	140	140	July 21 July 22	Wages~10¢ an hr. increase.
National Electrical Contracting, Chute-aux-Outardes, Que.	Building Wokers' Federation (CNTU)	250	2,000	2,000	July 22 Aug. 3	Union recognition~Return of workers.
Winnipeg Builders' Exchange (Masonry Contractors' Assoc.) Winnipeg, Man.	Bricklayers Loc. 1 (AFL-CIO/CLC)	425	2,550	2,550	July 24	Wages~
McNamara Construction (Western) Cutbank, Sask.	International Operating Engineers Loc. 870 (AFL-CIO)	125	630	630	July 26 July 31	Wages, dismissal of 3 workers~ 8¢ an hr. increase immediately, 8¢ Mar. 15, 1965, 8¢ Mar. 15, 1966; 44 hr. wk., time and one-half over 44 hours.
TRANSPN. & UTILITIES						
Transportation						
Asbestos Eastern Transport,* Various locations, Que., and Toronto, Ont.	Teamsters Loc. 106 (Ind.)	167 (74)	2,300	4,250	June 15 July 20	Differing clauses in provincial contracts~11¢ an hr. increase and 48 hr. wk. in Ontario, no available information for Quebec.
TRADE						
Dupuis Freres, Montreal, Que.	Commerce and Office Employees (CNTU)	950	19,000	32,300	June 15 July 28	Wages~Three weekly increases of $3 each over a period of 2½ years, with $1 increase for the last 6 months.
S. McCord & Co., Toronto, Ont.	Teamsters Loc. 230 (Ind.)	105	210	210	July 20 July 22	Alleged delay in negotiations~Return of workers.

*Federal jurisdiction

Figures in parentheses indicate the number of workers indirectly affected.

Explanatory Note to "Classification of Labour Market Areas" (page 787)

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000 of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapscal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.